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The Labour Gazette

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The provision of day-care centres for children has been strongly recommended in Canada recently by a number of social and political organizations, and the idea has been endorsed by the Royal Commission on the Status of Women. What are other countries doing in this area? The Labour Gazette presents the situation in a dozen European countries. See "Day Care in Europe," by Freda Paltiel, p. 433.

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Articles

433 Day Care in Europe
442 The CNTU Convention
448 Pension: Reward or Right?
458 Don't Stop the Trains
463 Coping Safely with Work
465 Employment Injuries in Canada in 1970
467 Advance Notice in a Plant Shutdown

Departments

422 News Briefs
427 Labour Relations Around the World
429 Book Reviews
431 50 Years Ago
456 Price Indexes
469 Unemployment Insurance Report
470 General Topics:
Employment Review
Unemployment Insurance Fund
U.S. Employment
472 Decisions of the Umpire
474 Conciliation
476 Certification
477 Railway Arbitration
479 Library List No. 268
482 Statistics Section; Labour Statistics

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News briefs

■ **The serialized article, "Labour Legislation in 1969-70," which appeared in the December to March issues, inclusive, of The Labour Gazette is now available in booklet form under the title, "Developments in the Enactment and Administration of Labour Laws in Canada 1969-1970."** The publication, which describes the changes made during the year in labour standards, human rights, workmen's compensation, apprenticeship and tradesmen's qualifications, industrial safety and labour relations laws, is in both English and French. Copies may be obtained free from the Publications Division of the Canada Department of Labour.

Also available from the Division are pamphlets titled "Changes in Workmen's Compensation in Canada, 1970," and "Changes in Labour Relations Legislation in Canada, 1970." These annual supplements update the material in the Department's publications, "Workmen's Compensation in Canada," and "Labour Relations Legislation in Canada," and are available in English and French.

As in past years, copies of reports in the series, "Current Reports on Legislation Affecting Labour Introduced in Parliament and the Provincial Legislatures," may be obtained without charge from the Legislative Research Branch of the Department. These reports, which trace the progress and outline the main provisions of all labour Bills introduced, are issued periodically during the legislative sessions.

■ **The Canadian Labour Congress has starte worker education program in developing countrie of its international co-operation policy, CLC P Donald MacDonald announced in April.** The named Human Resources Development Prog cludes two major programs in Francophone Af in Anglophone Africa, one in Latin America in the Caribbean, as well as a number of smalle in these same areas.

This year the proposed seminars will deal mai the organization, development and operatio operatives. Contents of future courses will be b proposals from trade union centres in the concerned. Mr. MacDonald said he was par pleased with the choice of this year's curriculu operatives are the ideal way of promoting in and social development as well as economic They are probably the best approach to helpin help themselves," he said.

The program, valued at $215,000 for the curr is financed by the international activities fur CLC. Additional funds are being made availab Canadian International Development Agency matching-grant formula. The money will be provide everything necessary for the successful tion of the program, including transportation, tuition and books for the students attending nars.

Course leaders will be recruited from among the labour movement, Canadian colleges and un as well as from other countries including tho the courses are to be given. Mr. MacDonald the new program as a major undertaking by but "by no means the only one." "The CLC h worked in close co-operation with the Inte Confederation of Free Trade Unions to help in developing countries," he said. "One of major projects now nearing completion is the tion of several additions to the Inter-American for Labour Studies in Cuernavaca, Mexico" (I p. 223).

Other CLC activities in the field of internati tance include the granting of scholarships workers attending the CLC-sponsored Canadia College, and the providing of technical assi workers organizations abroad.

e first province-wide strike of teachers in British ia was a success, says Jim Killeen, President of . Teachers' Federation. Almost all of the Federa-3,000 members participated in a strike during "The purpose of the one-day protest was to focus ttention on the plight of the retired teachers," . Killeen. "I was delighted by the unity shown members of our profession . . . teachers showed y are united in their determination to win re-le pensions for the teachers whose efforts won of the benefits we now take for granted."

tish Columbia's labour force increased by 41,000 per cent in 1970, bringing the total to 877,000, annual report of the B.C. Department of Labour. bour income increased by 10.1 per cent while weekly salaries and wages rose by 6.8 per cent rovince during 1970, and hours of work declined The report states that more than 1.7 million man-days were lost because of 80 disputes under both provincial and federal jurisdiction. Organized labour grew by 5.9 per cent to a total of 310,220 members. The report notes that, in 1970, 42.7 per cent of all paid workers in B.C. belonged to a labour union, compared with 41.0 per cent in 1960.

The actual unemployment rate averaged 7.6 per cent in B.C. during the year, but employment did increase slightly. There was a decline in employment in the construction, forestry, wood products and paper products industries, but an increase in employment in the minerals industry.

Employment in manufacturing fluctuated. In spite of the Vancouver newspaper strike in February and March, employment in printing and publishing grew as did employment in service industries, transportation, communication and other utilities, and trade and finance industries.

■ **The parties to the collective agreement signed March 16, 1971, between the London Sheet Metal Contractors' Association and Local 473 of the Sheet Metal Workers' International Association had spared scant consideration in their negotiations for the broader public interest, said the Prices and Incomes Commission in April after an examination of the factors leading to the settlement.** The three-year agreement provided for total hourly compensation of $8.57 for members of the bargaining unit by April 30, 1973.

In the preface to its report the Commission justified its intervention by the "wide-spread concern about the size and timing of the settlement and its implications for negotiations now in progress in the construction industry in Ontario and in other parts of Canada." The parties to the agreement, the Commission said, were clearly aware that this settlement could set a pattern for other settlements in the construction industry not only throughout the province but across the country. They must also have realized that cost increases to the employers would be passed on to the industry's customers. Where costs could not be passed along to the consumer, reduced activity and employment could occur.

The new three-year contract, effective May 1, 1971, gives $5.80 an hour in wages, 46 cents vacation pay and 50 cents for welfare, pension and health plans, for a total of $6.76. In six months, the hourly wage will rise to $6.40 and vacation pay will increase to 51 cents an hour. The total hourly compensation will then be $7.41. On May 1, 1972, the hourly wage rate will become $7.40 an hour, and vacation pay will rise to 9 per cent or 67 cents an hour. From this date to the end of the contract on April 30, 1973 the total hourly compensation will be $8.57. Thus, the workers will be receiving an annual compound increase of 18.2 per cent. In justifying their positions, both labour and management acknowledged that existing London wage rates in the trade were lower than in several other major centres in the same area.

"Employer associations and unions in various sectors of the construction industry in Ontario have been endeavoring," the Commission wrote, "to develop a more rational bargaining system. Time, however, is running out. The present deficiencies in the system are threatening to inflict further serious damage on the economy as a whole at a time when unemployment is already high and when a renewed worsening of inflation would greatly complicate efforts to expand job opportunities."

"In the Commission's view there are only two alt
tives if this threat is to be averted. The constru
associations and unions must take immediate and
sive action to bring increases in incomes in the ind
more in line with what the economy can support. Fa
such action, governments will have to find a pr
and effective way of intervening to ensure that the p
interest is protected."

■ **The program under which seasonal workers fro
Caribbean will again assist Ontario farmers in the
ing, harvesting and canning of the 1971 fruit and ve
ble crops is obviously misunderstood in some qua
said Otto Lang, Minister of Manpower and Immig
in a statement issued in April.**

Explained Mr. Lang: "The program, in effect since
is conducted with the co-operation of the governm
of Jamaica, Trinidad and Tobago, and Barbad
overcome shortages of Canadian workers during
harvest periods. It should be noted particularly th
is not 'cheap labour'. The farmers pay at least
wages, plus the cost of transportation. The Ontario
and Vegetable Growers Association completed a
this winter on the availability of domestic seasor
bour, including university and high school stu
housewives and others. The results of this study
reviewed by members of the Standing Committ
Agriculture of the House of Commons."

"The growers stated that, although domestic lab
preferred, during certain periods of the year, a
particular areas of Canada, a small core of im
skills is required—mainly at the beginning of th
vesting season and during September and O
when Canadian students are not available. I dis
this problem with the Association, and I am con
that a small core of imported labour is import
their farming operations. In 1970, 1,279 worker
the Caribbean—representing only five per cent
total number of workers placed by Canada Mar
Centres in the Ontario harvest—were employed
tario . . ." The terms and conditions for the pr
remain the same as those for last year. Startin
1 and extending to November 15, workers may
ployed for a minimum of six weeks and up
duration of the program. Employers pay return fa
provide accommodation and meals, for which v
may be charged $1.70 per day. Workers must b

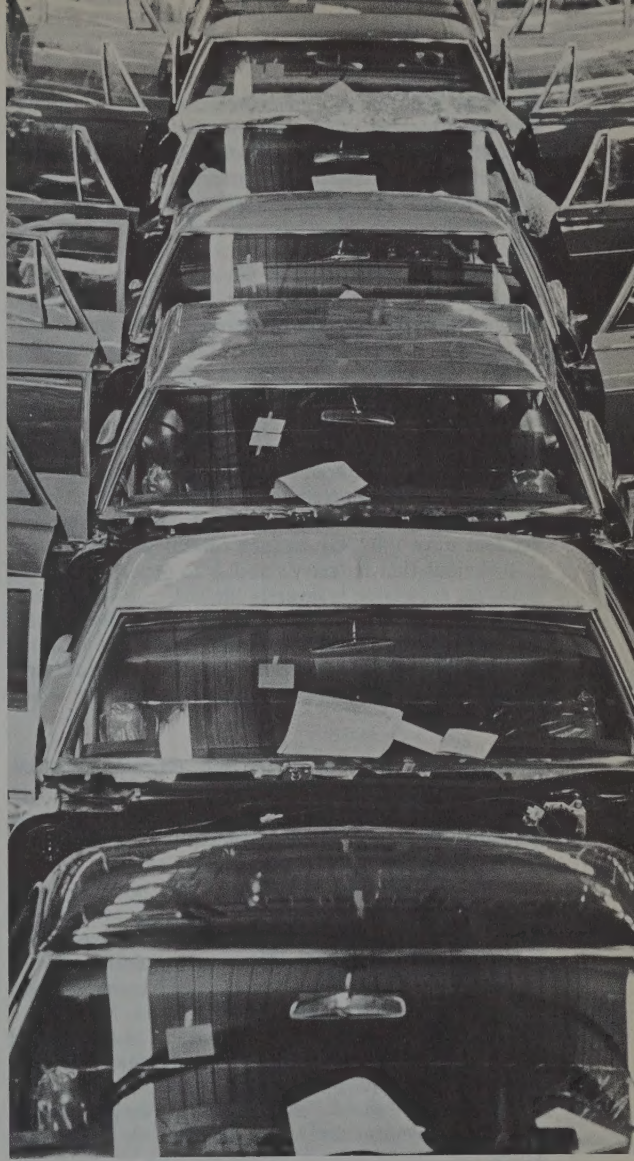
rate equal to at least $1.65 per hour, or at the
ng hourly or piece-work rate, whichever is the
as in the 1970 season. The Department of Man-
and Immigration will complete the necessary
ments with participating Caribbean govern-
and will arrange for recruitment of workers for
rs who provide one month's notice of their
nents to their local Canada Manpower Centre.

**executive board of the United Steelworkers of
announced in April that it has approved a plan
e with District 50, International Union of Allied
hnical Workers of the United States and Canada.**
50 has 11,316 members in Canada; the USW
000. Such a merger, which will go before District
Washington convention in August, would make
W one of the largest industrial unions in the
ith a membership of 1.5 million.

**ada's three major auto companies have signed
tracts with the United Auto Workers. All con-
re for more than 30 months, and they call for
tirement for all factory workers after 30 years**

neral Motors contract was settled in December
er a 94-day strike. The U.S. contract was settled
after a 67-day strike. The Canadian contract
for several raises including wage parity adjust-
inging hourly rates in November 1972 to: $4.22,
rate; $4.51, assembler rate, and $5.97, tool and
er rate. The contract includes a cost of living
e and a 10-day vacation from the day before
as through New Year's Day. The company pen-
n now will allow employees who have 30 years
t age 50 to retire with monthly benefits of up
50.

tract at Ford of Canada was agreed to in Jan-
er a 6-day strike. Hourly rates in November
l be: $4.26, janitor rate; $4.51, assembler rate;
6 tool and die maker rate. The contract includes
f living allowance and the 10-day Christmas
The pension plan will allow early retirement
years service. Ford's office workers, represented
the United Auto Workers, signed a new 34-
greement. Effective December 1972, salaries will
581.71 for Class I, including mailboys; $852.12
8 (the majority of employees); and $1,050.63
11, including senior data control analysts. The
ployees will be eligible also for the 10-day
s vacation.



Chrysler's factory employees settled their new contract at the post-conciliation bargaining stage. Effective November 1972, rates will be: $4.22, sweeper rate; $4.48, assembler rate; and $5.97, tool and die maker rate. The agreement includes a cost of living allowance, the 10-day Christmas vacation and early retirement after 30 years service. Chrysler's office and clerical employees settled a new contract in February after a work stoppage of several hours. Effective November 1972, salaries for Class 1, the standard minimum, will be $145.80 a week; and the maximum for Class 8, the majority of employees, will be $256.32.

■ **"The profit margin of manufacturers last year was the lowest on record," A.G.W. Sinclair, President of the Canadian Manufacturers' Association, said at Toronto in April.** Mr. Sinclair was commenting on data from the Dominion Bureau of Statistics that indicated a 24 per cent decline in the after-tax profits of manufacturing corporations during 1970.

"For each dollar of sales, the after-tax profit was only three cents in 1970," he noted. "The lowest recorded margin previously was 3.1 cents in 1961 . . . The purchasing power of the dollar declined by some 33 per cent between 1962 and 1970. In real terms, therefore, manufacturers' profits last year were substantially lower than eight years ago. Although 1970 was a year of exceptionally severe profit squeeze," Sinclair added, "profit margins have been notably low, fluctuating around four per cent since 1967. Given such returns year after year, it is obvious that industry's ability to generate internal funds for expansion is severely limited, as is its capacity to provide the new job opportunities so sorely needed. This performance makes it abundantly clear that the nation's chief provider of productive jobs must now have the tax relief which we have sought so long."

"It is no answer to say that significant tax reductions would be inflationary," Sinclair said in conclusion. "They need not be and would not be, if matched by a compensatory reduction in the spending of Ottawa and the provinces."

■ **The Canadian Construction Association has established a research and development foundation that it hopes will contribute to increased effectiveness and productivity in Canada's construction industry.** Mark Stein was elected Chairman of the foundation's 24-man Board of Directors. He is a past-president of the CCA and is president of Magil Construction Ltd., Montreal. A. W. Cluff was elected Vice-Chairman. He is principal of the architectural firm of A. W. Cluff & P. J. Cluff, Toronto.

In the discussion leading to the establishment of the National Construction Industry Development Foundation Inc., says Chairman Stein, "it was recognized that there were major areas in which insufficient attention had been devoted to research and development work in the construction industry. These include construction economics and statistics, labour-management relations, training and education, technological developments and management skills. Inasmuch as the industry is comprised of many thousands of firms of which only rarely does one have more than one per cent of the construction market, the work will best be done c tively. Concerted action is badly needed." A Can Government grant of $50,000 was presented in M to the Foundation by Jean-Luc Pépin, Minister dustry, Trade and Commerce.

■ **Ernest Clarke, Secretary of the Edmonton Bu and Construction Trades Council, is the 1971 rec of the first of four annual Alberta Government Sc ships to the Labour College of Canada.** He was pre with the award, a cheque for $1,500, by Al Minister of Labour, Raymond Reierson. The schol is part of the Commemorative Scholarship Fu nounced last year by Mr. Reierson during o ceremonies of the Biennial Canadian Labour Co Convention held in Edmonton in 1970.

In extending congratulations to Mr. Clarke, the I Minister reaffirmed the Government's confidence work of the College. He cited its expanded ro its important responsibilities in the development c union leadership in Canada. Mr. Clarke is a m and former Business Agent of the Plumbe Pipefitters Union, Local 488.

Three new Labour College of Canada schola valued at $1,500 each, are being awarded by C Breweries Limited. The scholarships will be on an al basis, and selection of the successful candida be made by the College, with special consideratio given to employees of Carling Breweries. Joe Chairman of the college's Board of Governors, sa the scholarships were further evidence of the co tion of organized labour and management in pr new educational opportunities for employees. "(perience with the Labour College has already the value of advanced training for union lead he said, "and it is very encouraging to find a co such as Carling giving assistance in this program

■ **Donat Quimper, Assistant Chief Justice Québec Labour Court, died in April at 56.** Mr. Q had been Québec's Deputy Minister of Labo Manpower from 1966 until 1969, when he was to the court (LG 1969, p. 639). He had been Department for 25 years as a conciliator, dir conciliation and arbitration, and then as deput ter.

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und the world

e International Confederation of Free Trade sponsored trade union training courses in five countries recently. The courses were taught in , Malawi, Kenya, Dahomey, and the Ivory Coast. s taught were trade unions and their functions, nion structure, union dues, collective agreements, nion representation in companies, functions of steward, social legislation, and the role of trade in economic and social development.

e first four of 18 craft disputes boards have been shed under President Nixon's executive order pro- for the stabilization of wages and prices in the ction industry. The four set up by labour and ement are: the Piping Industry Wage Stabiliza- oard; the Council on Industry Relations for the al Contracting Industry; the Labour Relations ment Board for sheet metal and air conditioning ies; and the Masonry Industry Crafts Disputes

oards will review increases provided in collective ents, and if they find an unacceptable settlement, nstruction Industry Stabilization Committee will ified. This Committee has 12 members, four each bour, management and government. If the set- violates criteria set up for acceptable increases, nder will be publicly named, and there is a n that government agencies take a second look rnment construction contracts in the offending lthough the provisions of the Davis-Bacon Act nstruction wages (LG, May, p. 296) are restored the same executive order, they can be again led if the situation warrants.

anese trade unions represent 35.4 per cent of all ees in Japan, says the 1970 survey of trade union rship. Total membership is 11,605,000, an in- of 3.2 per cent over 1969. The largest growth ear took place in the wholesale and retail trades, next highest was in the construction industry.

■ **The worry that a million persons in Britain could be jobless by Christmas was strengthened by April unemployment figures, said to be the worst in 31 years.** The Department of Employment announced that almost 815,000 people were out of work in April, an increase of more than 21,000 over March. To make matters worse, the increase came in a period when unemployment figures are usually lower. Government sources blamed a 50 per cent rise in company layoffs last year for the increase. They said that companies were cutting back on staff to meet high wage bills now being negotiated.

Former Labour Party Employment Minister Barbara Castle said that "it is time the Government stopped blaming the unions for all the troubles, faced up to their responsibilities, and got together with the trade unions to work out a solution."

Of the nearly 815,000 out of work, 774,533, or 3.4 per cent of the total workforce, were in England, Scotland and Wales. In Northern Ireland, 39,656, or 7.7 per cent of the workforce, were unemployed.

Victor Feather, General Secretary of the Trades Union Congress, said that present unemployment represents a loss of $1.92 billion a year for the economy, but that the problem was not high wages but lack of growth. He said that continental Europe also was suffering from wage inflation, but was able to counter it with a growth rate of five per cent, whereas Britain's rate stayed at two per cent. The total unemployment figure was the worst for April since 1940, and the highest recorded since February 1963, when 878,000 were unemployed.

■ **George Woodcock, former General Secretary of the Trades Union Congress has resigned as Chairman of Britain's Commission on Industrial Relations.** The two other labour members of the Commission resigned earlier, after the introduction of the industrial relations bill (LG, Feb., p. 82) by the Conservative Government. The six-member Commission is now reduced to only two members, both from industry. The other member, a university professor, resigned because of ill health.

■ **President Nixon has signed into law a 10 per cent increase in U.S. Social Security payments.** The law is retroactive to January 1. Minimum monthly benefits have been increased from $64 a month for individuals to $70.40, and from $96 to $105.60 for couples. The maximum has been raised from $193.70 to $213.10 for individuals, and from $376 to $413.71 for couples.

■ **The year 1970 saw breakthroughs in labour legislation in many states of the United States. Among the outstanding events in wage legislation was Georgia's first minimum wage law. The minimum was set at $1.25 an hour and was to apply to employers with annual sales of $40,000 or more, and with six employees or more.** Agricultural and domestic workers, students, tipped employees, news carriers, and federally covered workers were not included. New York became the first major state with a broad-coverage law to increase its minimum rate substantially above the federal rate of $1.60. On July 1, 1970 the New York rate rose to $1.85; and the law included a built-in escalator clause to match advances in the federal minimum up to $2 an hour. In California, meanwhile, the electorate voted to amend minimum wage laws to allow a minimum rate to be passed for men. Previously only "women and minors" had been covered.

Spurred on by the July 1, 1970 enactment of the federal wage garnishment law, 22 states passed amendments to safeguard greater portions of earnings from garnishment. The federal law had provided for exemptions of garnishments issued under the laws of any state if the Secretary of Labour determined that the state law provided restrictions "substantially similar" to the federal formula. By November 1970, nine states had filed applications for exemption.

The territory of Guam joined 40 states already requiring the payment of prevailing wages under contracts for public works construction. The federal Davis-Bacon Act had not been applicable to the Territory, and certain wage inequities in its wage structure had arisen as a result. Among other firsts in wage legislation were an equal-pay law in Kansas for men and women in both private and public employment. California also passed an amendment allowing monthly rather than bi-monthly wage payments to executives and professional employees.

Hawaii and Pennsylvania pioneered legislation in the field of industrial relations. Both states adopted comprehensive labour relations acts for state and local employees, and legalized use of the strike after prescribed dispute settlement procedures are exhausted. Public safety and health must not be endangered, however. Hawaii's broad-coverage law creates a full-time Public Employment Relations Board that will act to resolve disputes, determine limitations on strikes, certify representatives, and enforce a code concerning unfair tices by management and labour. In Pennsylvani existing Labour Relations Board will administer t The legality of a strike will, however, be deter by the courts.

Perhaps the most significant legislative action in th of workmen's compensation was the adoption b of a "flexible maximum" in weekly benefits. Ma benefits were increased to 56 per cent of the average wage for permanent disability or deat to 50 per cent of the average wage for tempora ability.

Eleven states now have some variation of this perc formula, rather than a statutory dollar maximu haps indicating a trend, four states passed legi affecting compensation claims. New York requir ment of benefits during an employer's appeal fr award of the Workmen's Compensation Board. Dakota now requires an insurer to deny a claim 30 days of the Board's receipt of an accident if the insurer's intent is to deny liability. Verm provided for the payment of interest and attorne in successful court appeals. Maine has establi re-insurance program to avoid excessive delay payment of workmen's compensation and other s claims because of an insurer's insolvency.

■ **An international team of specialists in econo employment development has begun work in C on the invitation of the Government of Ceylon** sored by the International Labour Organizatio operation with other international agencies, th will prepare a report for the ILO and the r authorities on a broad strategy to expand empl In keeping with the tripartite nature of the I mission will take into full consideration the v workers' and employers' organizations as well a of the government.

The special mission, the first of its kind in Asia of the ILO's World Employment Program. The is patterned after one that visited Colombia l and produced an extensive report and recommen to assist the Colombian Government in imple measures to meet its unemployment problems.

e first self-service employment office in Scotland ened by the British Department of Employment oductivity at Paisley in March. Callers are invited vse among the vacancies that are displayed on racks and select for themselves any opportunities ey might be interested in. There are no forms lin and no formalities of any kind. All that is ry is to ask the receptionist to ensure that the y has not just been filled, and to fix an appoint- ith the prospective employer. The advantage of tem to the worker is that he has an opportunity bare the attractions of one vacancy with another, has a much wider choice of jobs put before him.

ployer benefits by getting vacancies filled much uickly, owing to their being put on display at loyment office within minutes of being received. ng procedure of registering a job seeker, listing qualifications and writing down full details of s experience is also avoided, for it is now neces- complete a detailed registration only if a man ing unemployment benefit. There are several of lf-service centres in other parts of Britain. Swe- gan experimenting with them two years ago.

■ **The Government of Japan has introduced legislation that would establish a system of "assets acquisition" for workers.** The legislation aims at encouraging workers to build their own savings. Employers will deduct certain amounts from monthly wages, and deposit the money in designated financial institutions. The employees' savings will be tax free and will be made available through the Employment Promotion Projects Corporation for financing the construction of houses and apartments.

■ **Many states in the U.S. are experiencing difficulties with their unemployment compensation systems, which are jointly funded by federal and state Governments.** A total of 16 states have fallen below the minimum adequate reserve level of one and a half times the highest 12-month cost level of the unemployment insurance rolls. They are Michigan, Illinois, Maine, Minnesota, New Jersey, Montana, Delaware, Connecticut, Ohio, Oregon, Pennsylvania, California, Arkansas, Alaska, Nevada and Oklahoma. A number of other states are approaching this minimum level, the U.S. Department of Labour reports.

ok reviews

n Changes in the Labour Share of National m in Canada, 1926-1966, by Pradeep Kumar, In- ial Relations Centre, Queen's University, Kingston, ario; Research Series No. 16, 49 pages, $4.00 paper.

labour share of domestic income in Canada, after adjustments are made, was nearly constant be- 1926 and 1966, concludes Mr. Kumar. "The dustry shifts and the decline in the relative im- ce of unincorporated income appear to be the rces underlying the stability of the aggregate hare," he explains.

In his study, Kumar divides unincorporated business income into labour income and non-labour income in order to examine the impact of such a division on the stability of the labour share. And he analyzes inter-industry shifts in income to determine their influence on the change in the labour share. "If supplementary labour income were excluded from the labour income," he states, "the labour share in non-farm, private domestic income (excluding agriculture and government) showed an increase of only 5 per cent over the period 1926-1930 to 1961-1965."

Hours of Work in Canada, Canada Department of Labour, 85 pages, no charge.

This comprehensive historical study consists of 50 tables of statistics on standard weekly hours of work and hours paid for. Much of the information dates from the end of World War II, but some goes back to 1938. The tables bring together, in one place, detailed statistics containing annual averages classified by industry and province, based on data collected by the Department and the Dominion Bureau of Statistics. The tables are available from the Inquiries Section, Economics and Research Branch, Canada Department of Labour, 340 Laurier Ave. W., Ottawa, K1A 0J4.

Studies of the Task Force on Labour Relations, Information Canada.

Another four studies that were provided under contract from the Prime Minister's Task Force on Labour Relations have been published. All 23 of the studies have now been published. Titles and prices for the first 19 appeared in the February (LG, Feb., p. 83) and April (LG, April, p. 264) issues of The Labour Gazette. Studies written in English have French résumés, and vice versa. The latest are: No. 20—Labour-Management Relations in the Railway Industry, by Dr. S. G. Peitchinis, University of Calgary, 399 pages, $4.00; No. 21—Collective Bargaining by Canadian Public School Teachers, by J. D. Muir, University of Alberta, 382 pages, $4.00; No. 22—Times of Trouble: Labour Unrest and Industrial Conflict in Canada, 1900-66, by S. M. Jamieson, University of British Columbia, 542 pages, $5.50; and No. 23—Les Critères des conflits créant une situation d'urgence, by Pierre Verge, Université Laval, 252 pages, $2.75. The studies are available from the Publishing Division, Information Canada, Ottawa, or from Information Canada bookshops.

Training the Poor: a benefit-costs analysis of manpower programs in the U.S. antipoverty program, by D. O. Sewell, Industrial Relations Centre, Queen's University, Kingston, Ont.; Research Series No. 12, 170 pages; $7.00 cloth, $5.00 paper.

Cost-benefit analyses have increasingly been u evaluate investments in human capital and pr in the manpower field. Prof. Sewell examines o of this field—training the poor under the U.S. a erty program.

Flexibility of Retirement Age, by the Organisa Economic Co-operation and Development, Paris able in Canada from Information Canada book 224 pages, $4.50.

A general survey of the OECD's 15 members is panied by three more exhaustive studies of the s for older workers in Germany, France and Brita study examines private and public pension sch see what obstacles they put in the way of pe who wish to continue working.

Re-entry of Women to the Labour Market Interruption in Employment, by B. N. Seear, O tion for Economic Co-operation and Developme (available in Canada from Information Canad shops), 135 pages, $3.00.

No. 7 in a series on the employment of special this study reviews the psychological and econo sons that force women to work, and it reviews t ing and retraining programs available to wom number of countries—including Canada—to he women update their skills or learn a new occ It analyzes the programs and teaching meth evaluates the results.

years ago

eticeship in Canada, the high price of coal in s Columbia, summer schools for industrial workers, lesion of the National Council of Women to further "uy in Canada" movement, and the proceedings e 1st annual convention of the American Federation aour were some of the topics reported in The n Gazette of July 1921.

Te manager of an Ontario factory employing a b of highly skilled trades was quoted as saying "actories do not teach trades any more." Indeed o methods of systematic training of indentured ices were discontinued in many industrial trades. tle remained of the social importance enjoyed prentices for centuries under the guilds. In their e, he function of technical or vocational schools ognized in some trade agreements as a method ecring efficient apprentices. Such institutions for nal training, however, did not fulfil all the hopes gnized labour for control of some types of appren- h that would preserve craft traditions. Members bur organizations sought to recover at least partial r and responsibility for the welfare of young e. Consequently apprenticeship clauses were included in industrial agreements and in the constitutions of International Unions. For example, the term of apprenticeship of a sheet-metal worker was four years under a mechanic; the apprentice was to be under the age of 20; he had to hold a union card renewable yearly; he had to take a course in sheet-metal drafting during the third year; and he was to receive a wage increase every six months.

■ **The Government Inquiry into the Cost, Production and Sale of Coal in British Columbia found that the high wages paid to labour and management were not blamed for the high prices charged by retailers for coal.** Alexander Henderson, as Commissioner under the Public Inquiries Act, found that the evidence brought before the Commission showed very clearly a combine among many dealers in Vancouver to fix the price of coal. The Commissioner recommended that dealers should be required to make returns showing capital engaged, coal handled, operating costs, sales realizations and profits received. These returns were to be uniform, and subject to government audit and examination. Combines that kept up the price of coal were to be dissolved, and the offenders prosecuted.

■ **Summer schools for industrial workers were established in Great Britain, the United States, Belgium and Canada** to enable industrial workers to secure a broader education than might otherwise be possible. These summer schools combined, to some extent, the idea of study and of recreation, and were designed to meet the needs of workers who desired to increase their knowledge of broad industrial problems and in the more general field of education, and who also needed some form of vacation, but could not afford time for both "at the expense of their pay envelope."

In the United States, the director of Bryn Mawr College loaned the college for a "summer school for women workers in industry." Women workers were defined as those working with the tools of their trade, and not in a supervisory capacity. Students enjoyed the same amenities as Bryn Mawr undergraduates.

At the annual meeting at Calgary of the National Council of Women it was announced that a national bureau of information on Canadian manufacturers would be established at Ottawa for the purpose of furthering the "Buy in Canada" movement. Under the direction of Mrs. J.

C. Sears, the bureau was to study prices and compare articles manufactured in Canada, and to serve as a channel between the manufacturer and buyer. The plan had the general approval of the Minister of Finance and the Canadian Manufacturers' Association.

■ **The 41st annual convention of the American Federation of Labour, held between June 13 and 25 at Denver, Colo., was concerned with such issues as equal rights for women, education, disarmament, unemployment and the "open shop" movement.** The Federation recommended a shorter working day as a means of relieving unemployment, but rejected a resolution favouring unemployment insurance.

A motion to amend the constitution of the Federation by denying the right of any union to limit membership on the ground of sex was rejected. Support was voted for the Sheppard-Towner Maternity Bill introduced in Congress to promote the welfare of mother and child during the period of confinement. The Convention approved the appointment of a permanent committee on education, and recommended a careful review of school textbooks.

Reference was made to the open shop campaign on by reactionary employers as a campaign and solely against union workmen. It was repor "as a factor in the industrial life of both Can the United States, the One Big Union has pr ceased to exist."

The convention declared its opposition to the a of any natural resources still in public owners demanded legislation providing for strict federa of the production and distribution of privatel natural resources.

A resolution passed on the subject of disarma clared that the convention was opposed to n or a large standing army; and that "the workin the masses of the world population, can enc they but have the independence to think and g convictions reality by daring to do so."

ay care Europe

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da L. Paltiel

concern for the development of appropriate and nt day-care facilities for children in Canada, many otions are made about the organization and extent -care provision elsewhere—particularly in Britain e Scandinavian countries.

follows here has been extracted from **Women with Responsibilities: Their Attachment to the Labour** a study I made in Europe from July 1969 to 970 on a grant from the Canada Council, while on leave from the Department of National Health elfare.

the main purposes of the study was to examine s and practices affecting working women with l responsibilities, and the provision of services that n rationalizing and harmonizing women's two s—at home and at work. The countries observed were a, Holland, Belgium, Switzerland, Sweden, Den- Finland and Norway. Data pertaining to other pean countries are from published sources.

By exploring and setting out some of the facts regarding the "state of the art" in these countries, I have sought to contribute to Canadian perspective in the formulation of social policies affecting day care. With this in view, the emphasis has been laid not only on numbers, but on prevailing concepts of day care that affect policies and provisions. One persistent issue is the alleged dichotomy between day care and nursery education, which, despite long-standing rejection by the avant-garde thinkers in early childhood education, prevails as a stumbling block to the national organization of services.

"Day care" has been defined by the United Nations (1956) as "an organized service for the care of children away from their own homes during some part of the day, when circumstances call for normal care in the home to be supplemented." One paper prepared for the World Health Organization refers to this definition, and proceeds to give it a much narrower interpretation—i.e., "an institution for healthy children who cannot be cared for in their homes during a substantial part of the day." Moreover, its author excludes those services giving day care, with education as the primary aim (underlying ours).

The Report of the Royal Commission on the Status of Women in Canada (LG, March, p. 164) strongly endorses day care as an essential community service (pp. 264-275). Nevertheless, in the "Minority Report" (pp. 444-446) and "Separate Statements" (pp. 424-425), there is evidence of lack of agreement about definition, purpose and auspices.

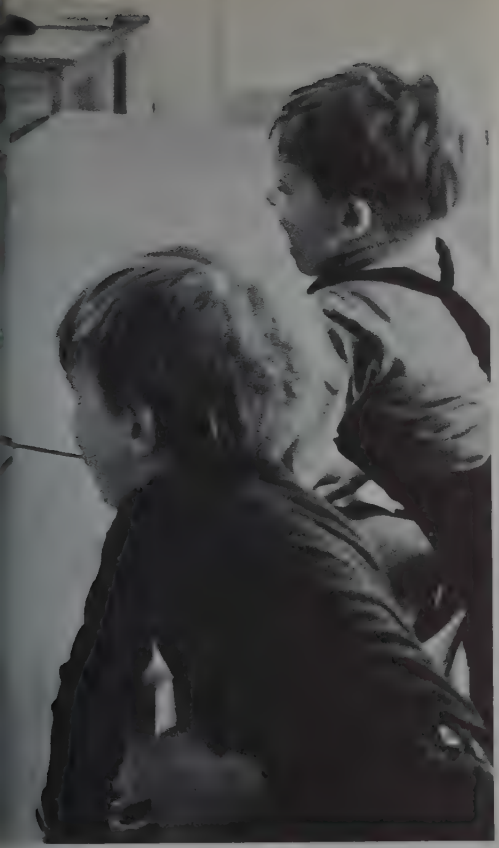
A universal concept of day care as a supplement to family care is nevertheless emerging, and **it may be said to embrace such diverse institutions and programs as day-care centres, day nurseries, garderie, crèches, day homes, nursery schools, after-school and leisure home programs, and even headstart or kindergarten programs.** In Europe, as well as in North America, day-care centres with mixed programs serving several age groups in a given day are becoming more common. By implication, a service to children viewed as supplemental to family care must include attention to physical and social development, and intellectual development, as well as affective needs. Consequently the preservation of family unity has been called day care's "most celebrated contribution."

A number of studies and reviews of the subject have been undertaken by international agencies in the past 15 years. The comprehensive UN review of 1956 found wide variations in the nature and quality of programs, personnel, facilities and standards, as well as lack of recognition of the need for trained staff, particularly in those centres that consider their function chiefly as custodial and protective. In 1958 the ILO published the results of its survey, which dealt mainly with legislation. Compared with the findings of a study it had made 10 years earlier, the ILO found a marked improvement in facilities, with the major expansion occurring in France, Poland, the USSR and, surprisingly, the USA. The report called for increased flexibility in hours, and wider distribution of facilities. The International Children's Centre, in Paris, organized a seminar on "crèches" in 1960, concentrating on the health and development of the children, personnel qualifications, facilities and equipment. In 1962, the "Care of Well Children in Day-Care Centres and Institutions" was the subject of a joint UN/WHO expert committee, with the participation of FAO, ILO and UNICEF. Two years later, revised versions of the papers submitted to this committee were published by WHO. The preface to this publication states the case clearly:

"Day-care centres are not, or should not be, places where untrained persons merely see that the children are fed and do not get into trouble while their mothers are not there to care for them. The early years of life are the most formative, and the view is widely held that poor care at that time may leave lasting physical and mental

traces, potential handicaps to the child for the
his life. There is controversy on whether even
day-care centres can adequately replace home
maternal affection. There is none on the neces
day-care centres—if day-care centres there must
it is difficult to see how in the modern world t
be dispensed with)—should be properly staff
well-trained personnel and fully equipped, so
only are the children physically well cared for, b
minds are also fully exercised and in no danger
warped by their stay in them."

In 1968 the OECD sponsored a trade union
on the employment of women, to which Ma
berger of Austria reported on the development
care in Europe. In the same year, the UN Di
Social Affairs organized an expert group in soc
cies and programs to meet the needs of working
at a meeting which took place in Liblice, Czec
kia. In the summary of conclusions prepared
Klein we learn that facilities for the care of
are inadequate in all countries—the reasons beg
nomic and political as well as ideological. Neve
by piecing together the reports of the OECD
and the UN expert group meeting, the followin
of day care in Europe emerges.



**ne European countries—Sweden, Norway and Bel-
re examples—institutions to which children could
en while the mother was at work existed 100 years
. Eastern Europe the building and operation of
rseries are considered an essential component of
uand social policy.** Thus Poland in 1958 estimated
7-80 places were required for every 10,000 inhabi-
ts.In 1966, there were 59,000 places available in
and 476,000 in kindergartens. In Czechoslovakia,
98, there were 55,000 places available in crèches
37,000 in nursery schools. In the USSR, in 1965,
e as accommodation in crèches for 2.5 million, and
inergarten for 5.3 million children.

tav, a government decree prescribes that any firm
ploying at least 30 married women of child-bearing
must set up a day nursery with suitable technical
sanitary equipment where children can be super-
ed during their mothers working hours. Babies and
ts may be admitted, according to the labour
orate. An employer who contributes to the instal-
and the running of nursery homes, supervised
ualified personnel, may be exempt from construct-
a ursery home on his premises, provided that his
al employees are able to use the nursery home to

which he contributes. Children between the ages of 3 and 6 are admitted to nursery schools. These are conceived as a complement to their family upbringing. They are organized and operated by about 6,000 local councils, over 4,000 religious corporations and more than 8,000 private organizations. The nursery schools are supervised by the school and health authorities. During the 1965-66 school year the attendance of approximately 120,000 children was recorded, with over half of them receiving school lunches.

According to the Austrian census of 1961, **out of a total of 624,000 children of working mothers, there were 1,000 in crèches, 2,000 in toddlers centres, 15,000 in play centres and 84,000 in nursery schools. The municipality of Vienna has 740 nursery groups, caring for approximately 20,500 children.**

In France, in accordance with the Act on the Protection of Mother and Child of November 2, 1945, the Ministry for Social Affairs has jurisdiction for a number of care institutions. These include day and night crèches for children of up to three years of age who are not living with their families, and for whom no other family can be found—mainly the retarded and "socially difficult". There is another category of crèche open during the daytime working hours of the mother. These are for normal children up to the age of three. At present, there are four crèches per 10,000 inhabitants, or three crèches for every 1,000 employed mothers. There are additional kindergartens and day nurseries for normal children between the ages of 3 and 6, and child "depots" where children may remain occasionally for a short time. Another group of institutions under the jurisdiction of the Ministry for Education, includes preschools and nursery classes belonging to the system of primary schools as well as departments for infants in primary school classes. Approximately two million children are enrolled in this comprehensive program.

The earliest known day nursery was founded in 1872 in the Jordaan district of Amsterdam for the children of the labouring class. In 1927 the Central Association for Day Nurseries in The Netherlands was established. Since 1965 this Association has been subsidized by the Government. It now has 16 members representing 33 day nurseries and five play centres or nursery schools.

In 1968 there were 26 day nurseries receiving grants-in-aid from the communes in The Netherlands: eight in Amsterdam, four in Rotterdam, four in The Hague and the others in smaller municipalities having one or two each. No figures are available on the number of wholly privately operated and financed day nurseries.

A recent study of day-care facilities in Amsterdam states that, until not so very long ago, there was a great silence about the existence of day nurseries. Today, however, these organizations are arousing greater interest than ever before despite the fact that day nurseries seldom publicize their services because there are long waiting lists, and because working mothers are no longer considered "bad" or "degenerate" when compared with the "good mother" who stays home with her children.

Until recently, day nurseries were considered a necessary aid for the care of underprivileged children whose mothers were obliged to go to work for financial reasons—mainly unmarried mothers, divorced women, and married women whose husbands' incomes were insufficient for family needs. We must remember too that, during the Depression of the 1930s, marriage was considered grounds for dismissal of women from employment.

No municipalities in The Netherlands operate nursery. Non-denominational institutions are financially by the authorities. A number of deno tional institutions, as well as an unknown numl private institutions, receive some government aid. are also day nurseries, owned and operated by profit-making associations or trusts. The latte affiliated with the Central Association for Day Nur There are several factories in The Netherland operate day nurseries on their own initiative f benefit of their women employees.

Up to January 1, 1965 the grants-in-aid to day nu were based on the Poor Law, and about 80 pe of the grant was recoverable from the State und Financial Apportionment Act of 1960. Under th tional Assistance Act (1965), grants could no lon made to the Association or trust concerned, bu to be made to the interested person. To spare p the embarrassment of going to the authority admi ing the National Assistance Act, application for tance may be made on the parents' behalf by the ciation operating the nursery, on a specialized signed by the parents and authorizing that the be paid directly to the nursery.

The aforementioned Amsterdam study analyz adequacy of day nurseries from the point of v physical facilities, personnel, costs, age groups s and the socio-economic conditions of the familie cerned. The eight-day nurseries cater to about 64 dren. At the time of the study, there was a con waiting list of 390 children, and some nurseri waiting lists that exceeded the number of childre could accommodate. The study reveals that adm policies are clearly based on hardship, as will b from the accompanying table. It was estimated th children or 88 per cent were admitted out of distr

Parents' contributions for full-day care range fro (38 cents) to f8.50 ($2.45) a day, based on the i of both parents and their general financial sit including indebtedness. The full cost of day care ($3.50), so all children are subsidized. The inves found that 250 parents earned less than the minimum" of f142 ($41) per week, and con that these were probably single mothers. The co tions from parents represent about 34 per cent income of day nurseries; the contributions of aut by way of Assistance Law comprise about 66 per

is as yet no training course in The Netherlands sonnel in day nurseries. The Central Association y Nurseries hopes that, with the raising of leaving age, domestic science schools will provide al course for this purpose. In the Amsterdam ited above, eight directors of nursery schools had ained in child protection, and three of the assis- rectors were trained nurses. Most of the group —there are usually 13 children to a group—also me type of "child protection certificate," and had d training considered by some more appropriate d welfare or probation officers than for nursery

tion to their concern about the qualifications of nel, the Central Association has established norms ndards for such things as play equipment, nutri- d medical and social services.

	No. of Children
dren of unwed mothers	133
dren of mothers who work out of ncial need, including wives of students	190
dren of divorced mothers	156
dren of women who work by preference	68
dren of mothers who find it too noisy ve the children at home all day	9
dren of mothers who are ill, with a l home or other social circumstances	86
Total	642

tch Trade Unions have become interested in the n of day nurseries for children of working s. And the new militant organization of young l—the Man-Woman Society, which is being d with interest by the Family Division of the y of Cultural Affairs, Recreation and Social Wel- demanding more support by the central Gov- t for expanding and improving day-centre ser- a necessary step in the promotion of equality n the sexes.

The Advisory Social and Economic Council—in its recommendation to the Government in December 1966 on the "Employment of Women in the Netherlands in the Context of the Labour Situation and the Labour Market Policy to be Pursued"—took the position that, in view of the notions prevailing in The Netherlands regarding the satisfactory fulfilment of a housewife's reponsibilities, it saw no reason to recommend general measures related to women and small children or young children attending school. The Council did, however, indicate the desirability of providing day nurseries, "possibly on kindergarten lines," for the children of certain categories of women needing socio-pedagogic assistance.

The number of day-care centres in Belgium according to a 1967 EEC Report is estimated at 190, including 70 crèches and 120 pre-nursery school sections in certain schools for infants up to three years of age.

For the three-to-six-year-olds, although attendance at nursery school is not compulsory, more than 90 per cent of all children in that age group are enrolled, and pre-school education is free of charge. In the school year 1964-65, there were 442,537 children in attendance. The nursery schools have been planned to assist the child in making a smooth transition from home to school striving, via a program that balances stimulation and discipline in a series of steps directed toward integrated personal and social development. These "maternelles," as the schools are called, are considered observation centres of child development, and careful records are maintained on the progress of each child. School physicians visit on a monthly basis for screening and health supervision.

The nursery schools are generally attached to primary schools, and divided into three sections for toddlers, intermediates and "seniors." Children attend for three hours in the morning and two in the afternoon. The city of Brussels has an active day-care program, and during the summer months of 1970, large notices were on view in many public places, advising parents about services for children aged three or more in programs organized on a district or neighbourhood basis throughout the city.

Nevertheless, for young children, the EEC report states that the problem of crèches remains acute in all Common Market countries, and that in none are their developments keeping pace with the increase in the number of working mothers. The high cost of personnel and equipment is cited as a reason for their retarded growth—and the example of France is cited, where less expensive foster day care is encouraged and supervised by the authorities, and paid for through a system of Family Allowances.

The British experience

In Britain historically, local Welfare Authorities had powers under the Maternity and Child Welfare Act, 1918, and later under the Public Health Act, 1936, to provide day nurseries for children under five, but, except for the war period when nurseries were regarded as of the wartime effort (and the cost wholly met Exchequer), provision of this type of day care ha limited by many authorities.

After the war, beginning on April 1, 1946, local a ties resumed responsibility for nursery care of c under the age of five. A statement of government issued in 1945 anticipated that, with a gradual to peacetime conditions, there would be a dec the provision of day nursery services accompan an increase in nursery school services. The Mi of Health and Education accepted the view of n and other authorities that, in the interest of the and development of the child, no less than for the of the mother, the proper place for a child und years of age was at home with its mother. They c ed that, under normal peacetime conditions, th policy to pursue would be to positively disc mothers of children under two from going out t to provide nursery schools and nursery classes f dren between two and five; and to regard day n and daily guardians as supplements to meet the needs of children whose mothers were constrai individual circumstances to go out to work, or home conditions were unsatisfactory from the point of view, or whose mothers were incapa some good reason, of undertaking the full care children.

The pertinent legislation includes the National Service Acts, 1946-1952, and the Nurseries an Minders Regulation Act, 1948. The powers authorities to provide day nurseries derive fro 22 of the National Health Service Act, 1946, placed a duty on every local health authority (councils and county boroughs) to make arran for the care of expectant mothers, and of childr have not attained the age of five years and attending primary schools maintained by a local tion authority. The arrangements could include, other things, the provision of day nurseries in dance with proposals approved by the Mini Health. At first, local authorities were empow charge only for the cost of articles provided. I the power to make a charge was extended to payment for meals; and since 1952 (under Sec. the National Health Service Act, 1952), **authoriti**

uthorized to make a charge not exceeding the sum on the actual cost of the authority's day-nursery . This includes a sum representing a fair apportnt of central administrative costs. The maximum d charge authorized is the average cost per place ed in all the nurseries maintained by the authorithe charge is levied on a daily or half-daily basis no charges are made for periods of absence.

ng individual charges, the authorities take into t the financial means of the persons concerned, assessing ability in principle to pay the standard no persons are required to pay more than will hem a reasonable margin of income above what ssary for the maintenance of themselves or their s. Subject to this, the sum charged must be not n the cost of any expenditure directly saved by of the child's accommodation in a nursery—for e, the cost of meals not taken at home.

rds for day nurseries—that is, accommodation, ent and staffing recommended in a Ministry of Bulletin in 1947—still apply, although they are ent being examined in the light of changing For example, the current policy of receiving more lly and mentally handicapped children into day es, and the growing practice of grouping children ording to age.

end of 1962, there were 462 local health authority nurseries in England, with accommodation for 21,876 n and an average daily attendance of 16,746. Most nurseries were in the home counties of Lancashire rmingham; there were few elsewhere in England, ne in Wales. The average cost of a place in a nrsery was more than 70 shillings ($8.50) a week, maximum charge to parents of 15 shillings ($1.80) r under 30 per cent of the average cost. Although ciple any children up to age five may be cared ay nurseries provided by local health authorities, nrseries are intended for children with special ds and consequently a relatively high proportion ed staff to children in necessary and reasonably tandards of accommodation and equipment are es- In consequence, day nurseries have been seen as tuting a relatively costly form of day care provision.

Nurseries and Child Minders Regulation Act, 1948, ied for the regulation of certain types of factory vate nurseries, and of daily child minders who d to receive children under five into their homes k after them on a daily basis.

The Act places a duty upon local health authorities to keep registers of: 1. premises in their area, other than premises wholly or mainly used as private dwellings, where children are received to be looked after for the day or a substantial part thereof, or for any longer period not exceeding six days; and 2. persons (referred to as child minders) in their area who are paid to receive into their homes children under the age of five to be looked after for the day or a substantial part thereof, or for any longer period not exceeding six days. The Act does not apply to residential nurseries, or to persons—such as foster parents—who provide a home for children apart from their parents.

In 1949, 250 nurseries and 271 daily minders, caring for about 8,600 children, were registered. By the end of 1962, there were 932 registered nurseries and 2,202 registered daily minders, the total number of children for whom provision was made being about 40,600. The mothers of some of these children were employed outside the home because a number of play groups, providing opportunities for children to play together for two or three hours, once or twice a week, are registered under the Act.

The accompanying table, extracted from the July 1968 Report of the Committee on Local Authority and Allied Personal Social Services (HMSO), gives comparative figures for the years 1956, 1966 and 1967.

In 1968, there were 445 nurseries provided by local authorities under the 1946 Act. These nurseries had an enrolment of 21,163 children. Nurseries registered under the 1948 Act numbered 5,849 with space for 146,098 children. Child minders registered under the 1948 Act totalled 5,802. Under government regulations, these child minders could look after a total of 47,208 children. These figures were derived from Department of Health and Social Services data for the year ending December 21, 1968.

In the decade from 1956 to 1966 the number of nurseries provided by local authorities and voluntary auspices under the 1946 Act decreased by one fifth, while the nurseries under the 1948 Act increased more than sixfold. At the end of 1969, there were in England 265,155 places provided in registered private day nurseries, of which 54,848 were for full day care and 210,307 were for sessional care. **Although the Department of Employment and Productivity has no direct responsibility in the matter, the Ministry's local employment offices make known to the women registered with them for employment the facilities available locally.**

The term "nursery education" describes the stage of education related to children below compulsory school age. Compulsory education begins at the age of five, but under Sec. 9 of the Education Act, 1944, local education authorities were required also to consider the need for nursery schools—or nursery classes in other schools—for pupils below that age.

Although a nursery "school" is separately organized under its own head teacher, a nursery "class" forms part of a primary school for pupils up to the age of seven or eleven, and comes within the jurisdiction of the head teacher of that school. Local education authorities are not prevented from admitting children under five years of age to the ordinary infant classes in primary schools, but it is considered preferable for children under compulsory school age to be taught in separate nursery schools or classes.

The minimum age of admission to nursery school is two, but children are more often admitted at three. Three is the minimum age of admission to nursery classes. These rules apply also to direct-grant nursery schools, but not to independent nursery schools. Although children start compulsory school attendance at five years of age, the basic skills of reading, writing and arithmetic play no part in the work of nursery schools or classes; but the individual child receives much indirect experience of all these skills through play.

All children in nursery schools and classes maintained by local education authorities are entitled to free medical and dental examination and treatment under the school health service, and to free midday milk. They are also entitled to subsidized midday meals, unless they are attending part time.

Nevertheless, the intentions of the 1944 Act as far as nursery education is concerned have not been fully implemented, and the authorities recognize that there is an appreciable unsatisfied demand for more facilities. With a continually rising school population—numbers rose by over 1¼ million between 1950 and 1960—priority was given to developing the teaching force requi children of compulsory school age, and it was not dered possible to divert more teachers for work sery schools and classes. In fact, during the 60s education authorities were requested by the M of Education not to propose any new nursery s and to hold the number of children under five of age to the corresponding number in the educ year 1956-57. At the same time, the Minister empl the importance of maintaining existing facilitie high standard of quality by discouraging unqu teachers. As the purpose of nursery education w marily seen as meeting the children's educational and not facilitating the mother's employment, ext the hours of a child's attendance to meet the pa hours of employment was not regarded as proper

The slow growth of nursery schools is reflected following figures: In January 1962, there were pupils in 455 nursery schools maintained by loc cation authorities, and some 60,000 pupils in classes. In addition, there were 20 private or vo nursery schools receiving direct grants from th istry.

In January 1968, there were in England and Wa nursery schools maintained by the local educatio orities, and 1,993 nursery classes attached to mai primary schools. There were 24,315 pupils in th tained nursery schools (a rise of 3,410 in the period) and 52,566 pupils in the nursery classes cline of 7,434. In addition there were 15 direc nursery schools with 607 pupils. Also, there v recognized as efficient independent schools with for under-fives having a total of 320 pupils, a other independent schools with approximately pupils under five years of age. Thus, slightly mo 83,000 children were enrolled.

Nurseries	1956 No.	1956 Children Cared For	1966 No.	1966 Children Cared For	196 No.	
Nurseries provided by local authorities and voluntary auspices under 1946 Act	546	26,109	445	21,157	444	21
Nurseries registered under 1948 Act	464	12,018	3,083	75,132	4,382	19
Child minders registered under 1948 Act	881	6,964	3,887	32,336	5,039	42

ing for the limitation of facilities, some local edu- authorities give priority to children who are in l need—for example, where the mother has to go work, where there are family difficulties, or where g conditions severely restrict the activities of children. Part-time nursery education is being duced to enable more children, particularly those normal homes, to enjoy the experience of nursery cion, and to provide meaningful associations for children who would otherwise have little or no unity to mix with children of the same age. For young children, a half day away from home is ered more suitable than a full day, and teachers ereby enabled to share with parents in the care child.

abian Society takes the position that there is little ation for the distinction between day nurseries ursery schools, because children with the same attend one or the other by chance. Moreover, ciety claims that, since 1932, provision has in- by a mere 1.8 per cent, so that only seven per f children of eligible ages attend public, main- , or private nurseries and nursery schools. A fur- ssertion is that official policy regarding day care sponded only to the demands of national crisis— ed for womanpower during wartime, and more ly for women teachers.

owden Report has noted that "Nursery education rge scale remains an unfulfilled promise. Whether ner has even a bare chance of securing a nursery for her child depends on the accident of where es. The distribution of nursery schools and classes o relation to present-day needs or wishes." The takes note, however, of the scarcity of money, ings and teachers required to meet the demand. recommendations are weak, and one of them ses that there be a large expanse of nursery educa- ubject to the proviso that it be part time except minority of children who require full-time nursery ion, and that the expansion of nursery education not to be at the expense of existing education nary schools. This despite their acknowledgement There is a wide measure of agreement among ned observers that nursery provision on a substan- le is desirable, not only on educational grounds, so for social, health and welfare considerations. se, we believe, is a strong one."

education authorities have the power, under Sec. the Education Act, 1944, to establish, maintain nage holiday classes and play centres, or to assist establishment, maintenance and management of cilities in the case of children for whom they are ving primary or secondary education. The exercise of these powers required the approval of the Minister of Education. (Before the Local Government Act of 1958, authorities submitted their individual arrangements for approval; the Minister now issues a general approval, with the result that the Ministry of Education does not maintain information about the current arrangements in particular areas.)

A number of local education authorities use these powers when they consider it desirable to encourage women to take employment in local industry. Play centres for the use of children after school hours are usually conducted on the premises of a school kept open for the purpose, the children being supervised by teachers or voluntary helpers. In some areas, employers provide similar facilities for the school-age children of their employees. Under the urban program of 1968-69, approval was given to play groups for the first time on a national scale and £130,000 was approved for their operation and support by local authorities.

Britain has paid considerable attention to the recruitment and handling of nursery personnel. The National Nursery Examination Board was established in 1945 to secure uniformity in the training of students for the post of nursery nurse. The Board publishes a training syllabus, and it issues a National Nursery Certificate to students who successfully pass its examination. The course extends over a minimum period of two years, and includes practical work and training in day nurseries, residential nurseries, nursery schools, and nursery and infant classes. The class work normally occupies two days a week. The training program is designed mainly for persons leaving school at age 16, and the examination may not be taken before the age of 18.

A memorandum issued by the Department of Health and Social Security encouragingly states: "There is nothing to prevent an older woman undertaking this training if she is accepted as a student." There are seven colleges affiliated with the Association of Nursery Training Colleges, all of which issue a certificate in addition to the Board's certificate. In addition, training may be taken at nursery schools administered by religious or voluntary organizations. Students who train in local authority nurseries receive, in addition to training, a stipend ranging from £272 ($664) in the first year to £338 ($825) in the third year, and board and lodging at reduced rates.

(The opinions expressed in the accompanying article are those of the author, and do not necessarily reflect the views or policies of the Canada Department of Labour.)

The CNTU convention

Some 1,500 delegates attended the 44th annual convention of the Confederation of National Trade Unions, held in Montreal last December, the theme being "a camp for liberty." **The questions brought before the delegates were numerous and varied, from the problem of French in Québec through nationalization of the drug industry, to the invoking of the War Measures Act.** There were also some special features: the 121-page "moral report" by the National President, Marcel Pepin; his report on sectorial negotiations, and a 144-page study on supplemental pension plans for CNTU members.

An especially difficult financial situation and a proliferation of points of order and questions of privilege resulted in a vast number of questions that the convention had not been able to consider being referred for study and decision to the confederal council. This caused one delegate to remark that when the grass roots meet, "nothing is decided," and another to say, "after all, the whole convention should have been referred to the confederal council."

The opening of the convention marked a departure from the tradition whereby politicians and senior civil servants are invited to the opening session of a convention. At the opening of the 44th convention, the only persons on the platform were representatives of unions and co-operatives.

In his report, Mr. Pepin attacked the politico-economic power or "super-power" that "rejects a balance of responsibilities" and "wants them all;" high finance; employers; Bill 290; "special legislation as a system;" parochialism; the close collaboration between finance and politics, and those who try to impose on unions prefabricated blueprints for action; the invoking of the War Measures Act; and the financing of private schools out of public funds.

Political action

Pepin spoke out not against political action, but a[gainst] partisan political action, which is a source of di[visions] and useless struggles. The union leader contrasted [politi]cal democracy with union democracy, which he p[referred]. "Our approach . . . will be a union approach [that] will break apart," he said. He also stated: "We [have] grown" (between 1960 and 1970 the membership [of the] CNTU increased from 80,000 to 205,000) . . . "we [have] remained united," . . . "the workers have transf[ormed] their lives." To those who would take power at any [cost], Pepin proposed political objectives, but these m[ust be] attained through union democracy. A host of rights [have] been secured in this way, among them hospital [insur]ance, health insurance, with free education at all [levels] another right that is gradually being won. Only 10 [years] ago these services were difficult to obtain unless [one] had money.

After demanding the repeal of Bill 63, **Pepin pro[posed] a series of measures that would make French no[t only] the language of work but also the only official lan[guage] in Québec.** Nevertheless the CNTU President, in m[aking] his recommendations concerning the use of Fren[ch in] industry, was always respectful of the decisions [made] by the membership.

After denouncing "the kind of democracy that [emerges] from the political parties in their present form . . . "a so-called democracy, that is used to veil the au[thority] imposed by the strength of a rich and artful min[ority] electoral lists . . . fabricated by the (representativ[e] political parties, and the preponderant positio[n that] money plays in the functioning of democratic i[nstitu]tions, and asking, "Who bankrolls the political pa[rties]?" Pepin proposed "a law instituting a permanent [elec]tion list," "a law instituting the equitable distribution [of] N[ews]

Assembly seats in accordance with the number ctors," and "a law giving proportional representa- the National Assembly."

ployment

CNTU President declared that **"the governments ébec and Ottawa . . . must recognize, by a law, rking rights of all citizens competent and willing d a job." They must also "take the necessary steps ure the exercise of these rights; in other words e definite full employment."** "The CNTU," he said, have to make full employment its major preoccu- until this objective has been attained." He argued if it became a crime to deprive a person of work, s to deprive a person of life, governments would e he necessary steps to ensure full employment." considered that, "Depending on the standpoint, ts of good reasons can be found for letting things as they are. But," he hastened to add, "I believe the social cost of unemployment is much higher he price we should collectively pay to achieve full yment." "When governments have recognized the o work, it will be necessary, if they fail to ensure l employment for all, to provide the idle with a et living, just as if they were working."

e co-operative movement

il first recalled that there were once close ties be- ee the union and the co-operative movements. Over hin period, "there have been distances opened up twen them," but "over the past few years . . . it en possible to note a certain recovery (of those tionships)." He emphasized that, "During the past ears especially, **the CNTU—notably through the of its consumer service—has participated first- n establishing a great number of co-operatives in tail food and consumer credit sectors."** But he ides that "co-operatives must not resemble capitalist trise." He stated: "We cannot afford to go along hny false pretences. We must be certain that the -ratives are really co-operatives, regardless of their f action."

upplemental pension plans

uestion was the subject of a special study, pub- e separately. Therefore, in his report, Pepin only fly touched on the problem. After pointing out that ccumulated sums of money in superannuation d are considerable and growing constantly, the U President asked the following questions: "Are repared to continue unconcerned about the use of this money that belongs to us, to the workers? e going to stand by much longer and see this money from supplemental pension funds administered exclusively by trusts, by finance and insurance companies? Can we continue to let this money be used by the big-money people to make governments dance to their music?" He suggested that, "now that we know more about the supplemental pension situation, we should start shortly on an in-depth examination of insurance in all its forms; collective as well as individual." On this topic he recalled that "a major study covering automobile insurance has already been published by the CNTU's political action secretariat. It contains recommendations that are of interest to all society."

Sectorial negotiations

In his report Pepin criticized certain remarks made by the Québec Deputy Minister of Labour, Robert Sauvé, on this topic—in particular, the latter's statement that "the unions not only refuse to accept economic responsibilities, but deal only with the organization of workers who are well situated industrially—that is, about 30 per cent of those working." This would appear to be the reasoning that would lead the Québec Department of Labour to impose, in some way, the system of sectorial negotiations. But the CNTU President found that reasoning much too unfair. He replied that "Unions are not confined to 'workers who are well situated industrially.' They have gone and are still going into all categories, in particular into the difficult sector of food retailing, woodworking and many others."

Financial problems

With no increase in dues, the deficit foreseen by the CNTU's General Treasurer, Jacques Dion, for the 24-month period extending from June 1, 1970 to May 31, 1972 was about $1,200,000. To remedy this situation, Mr. Dion recommended two increases in dues that would have raised each member's monthly dues from $1.20 to $1.35, effective February 1, 1971, and then to $1.55 on November 1, 1971. Even with these increases the deficit would still have been not less than $383,400.

The delegates rejected the increases recommended by the Treasurer but, after several hours of discussion, adopted three monthly increases of 10 cents each, the first to take effect on February 1, 1971, the second on November 1, 1971, and the third on June 1, 1972. The delegates, however, increased expenses for certain items provided for in the budget, such as raising the salary of the National President from $16,500 to $18,000—despite his protests—and those of the Vice-President, the General Secretary, the General Treasurer, and the

Director of Services from $14,000 to $15,000 a year. Now the overall deficit foreseen for the 24-month period ending May 31, 1972 stands at $707,000. When the budget had been adopted, Pepin made it clear, in reply to a question from a delegate, "that the budget provisions voted by the convention will not be exceeded during the fiscal period" and that that assurance would be included in the convention minutes.

War Measures Act

The question of the War Measures Act and the case of Michel Chartrand were raised. At the December convention a resolution was unanimously passed, asking that Michel Chartrand, who had been detained since October 16, 1970 under the War Measures Act, "be released on bail immediately, or that he be tried immediately." Though they asked for the release of Michel Chartrand, the delegates nevertheless rejected two amendments to Articles 30 and 32 of the CNTU constitution, intended, apparently, to prevent a repetition of such suspension or expulsion proceedings as were used against him.

Two other resolutions on the subject of Michel Chartrand were also submitted to the convention. The first requested support for the executive in its decision to remove Mr. Chartrand from office; the second proposed that the convention endorse the decisions of the executive and the confederal bureau to dismiss Michel Chartrand and Florent Audette. Both resolutions were referred to the committee responsible for studying the report of the confederal council.

A resolution was adopted asking that the Montreal, Québec and federal Government authorities withdraw the Emergency Act "in spite of the opposition of a part of the population conditioned by information controlled by the politico-economic super-power," as noted in the text of the resolution. Two resolutions were submitted to the resolutions committee concerning the position taken by the CNTU leaders in October and November 1970 on the invoking of the War Measures Act. One affirmed that "a member of Parliament, speaking for the Government, was correct in saying that the CNTU had no mandate to speak for its members" and blamed ("we blame") "the manner in which the CNTU acted." In both cases the resolutions committee responded by recommending that the convention adopt the motion "that in future, before taking a position or maki serious and important decision, the CNTU will co the grass-roots membership, if possible." An amend was moved to delete the words "if possible," but the amendment and the original resolution were re ed. **It was resolved also "that in cases of persons arr under the War Measures Act or the Emergency or any special legislation, normal bail procedures sh apply."**

French

The convention supported, and in some res strengthened Pepin's recommendations on the Fr question. At the outset, the committee responsibl studying the part of Mr. Pepin's report dealing this matter stated that it recognized "that the pro of the French language in Québec is one of the as of the Québec people's struggle against the pol economic 'super-power'" and recommended "tha convention demand that the Government take action to make French the only language of worl the official language of Québec, especially the r of Bill 63 and the adoption of the main provisio Bill 62." The convention showed itself to be more cal, in some ways, than the President of the C by restricting the right of bilingual communicati unions in which there is the same number of Fr phones and Anglophones, or a preponderance o latter. This restriction was passed by a resolution general meeting. In short, should the Québec Go ment accept the Convention's recommendations, a composed of 51 French-speaking and 49 En speaking members could not demand that coll agreements with, or written communications from, prises to their employees be drafted or published in languages.

The Convention rejected, however, all motions to the CNTU a solely French organization. Thus the lution "that the English name and abbreviation CSN be eliminated," was rejected also, with sor dissenting votes being recorded. Another motio questing "that all general communications from quarters to its members be issued only in French rejected also. A third resolution presented by the S cat des Fonctionnaires municipaux de Montréal (treal Municipal Employees Union) read as follow a continuation of the position of French unilingu at all levels, taken by the confederal council, it is r that the English version of the newspaper 'Trav abolished." This resolution suffered the same fa the other two.

s Dion Paul-É. Dalpé Marcel Pepin Amédée Daigle

pmental pension plans

ring to the brochure on this topic distributed to degates, the total amount of money deposited to edit of CNTU members through all private nnuation plans is about $320 million, for 110,000 rs. This amount takes no account of the plan ch contributions are paid into the consolidated fund by some 50,000 provincial public servants e members of the CNTU. The report notes that research carried out by the CNTU allowed them mple the various supplemental pension plans in n industrial sectors and regions, as well as the benefits given to some 160,000 CNTU members.

ccument made the following recommendations: Quebec Pension Board be obliged to give all any information they require for registering sup- etal pension plans, and keeping them registered, t where employees are not unionized, the Board allow individual participants to have the same mation on request; that the public aged persons tace plan be amended to offer a minimum accept- ncome, and an income proportional to the final up to a maximum to be determined; that truly mental pension plans be negotiated on an option- for those wishing to maintain their whole final that the Supplemental Pension Plans Act assign to every employee his vested right in all his employer's contributions; that administration of supplemental pension plans be entrusted to the Québec Pension Board, and financial administration (investment management) to the Québec Deposit and Investment Fund; that the Act make provision in each enterprise for a parity committee composed of employer and employee representatives to examine administration and management reports and decide on the method of dividing up its portfolio; that the Québec Pension Board and the Québec Deposit and Investment Fund be required to submit regular reports to the committee and that a participation statement be sent to the participant annually; that the composition of the administrative councils of the Québec Pension Board and the Québec Deposit and Investment Fund be amended to become a tripartite committee composed of equal numbers of employees, employers and government officials, and that each association most representative of employees be ensured representation; that the CNTU, through the Education Service, take steps to offer training programs to union members who must sit on various superannuation committees; and that the CNTU continue the work undertaken, and especially on the following subjects: minimum acceptable income; maximum guaranteed income through a public pension plan; integration of various old age assistance plans; the ideal provisions of a supplemental pension plan, bearing in mind the portion of the salary that the employee wishes to allocate to such benefits; and terms and conditions of insurance in the event of death (widow's pension) or disability.

These recommendations were adopted by the convention very much as they stand. **Several motions were added and adopted, notably: that the CNTU see to it that the Pension Plans Act be amended so that the same provisions apply to both men and women in the event of the death of a spouse, notwithstanding pension benefits to pregnant widows;** that female employees, whatever their marital status, who pay the same premiums should have the same rights as men and that the CNTU recommend that the Deposit and Investment Fund use the voting rights it holds by virtue of being a shareholder to exercise control in the Québec enterprises in which it invests its funds.

Sectorial negotiations

This consists to some extent in extending or enlarging the negotiating unit to a recognized economic sector. Collective bargaining would no longer be done at the level of a single employer, but of several employers grouped according to homogeneity or a certain homogeneity of production and services, and to certain geographical factors.

In his report on this subject Pepin emphasized that this question is first on the industrial relations list in Québec. He stated: "The CNTU convention must give some direction in this matter, because it has already been foreseen that the provincial Department of Labour intends to submit a concrete plan." According to the CNTU President, many workers are unable to exercise their right of association under present legal conditions. He added: "We could invent stronger penalties to fight employers who dominate unions, or find another strategy to foil the plots fomented by employers. I do not think that that would be sufficient or realistic."

After pointing out the enormous difficulties unions have in small enterprises with one to 15 employees, the CNTU President stated: **"We must direct our research more toward widening the notion of enterprise or of appropriate negotiating units, and provide compulsory techniques that would allow workers who so wish, to form a union."**

He continued: "I greatly fear that all the efforts might be made to spread an effective union move will be to no avail if this conclusion is not kept in m According to him, there are two pitfalls to be avo that of compulsory unionization, "which would c quently be government controlled," and that of for large groupings. In the latter case, "unions would a to act freely, but in fact the government would inte at the least hint of a major conflict." Pepin affi that "at any rate this is the tendency of the Depart of Labour and the National Assembly. The De ment's position is that it must not attempt to ab outright all the basic rights of unions and their men That has to be done in each specific case, whe the opportunity arises."

To avoid falling into these two traps, the CNTU dent suggested two basic principles "that appear e tial to me": **(1) the sector and region chosen mu sufficiently large to allow the sector's members to a ister their collective agreement without making the prohibitive for both employers and employees; an the sector and region must be chosen, bearing in that union freedom must be promoted, and that em ers and workers must be as close as possible to th centres of decision,** allowing for the requireme (point 1.).

In Pepin's view, there can be no question of establ sectorial negotiation in sectors where the rate of u zation is high. He was also preoccupied with the tion of "the monopoly of union representation." words, "If we accept a certain restricting of the neg ing unit to a regional sector or subsector, I fail to u stand how two or three of us would represen workers." He added: "Nothing prevents us, hov from finding ways to protect the vested rights we before the law was passed."

To counteract the anticipated government action, Pepin expressed it, "to take the offensive," he subr to the delegates a long text containing the prin and decisions which, he said, would be rewritten in g language and added to the present Labour Code first paragraphs read as follows: The Decrees Ac the Minimum Wage Act shall be revoked and: (Minimum Wage Commission shall be replaced office of the Department of Labour; (2) respons for determining universally applicable minimum

hall belong to the Lieutenant-Governor in Coun- in addition to minimum wage rates, the Lieuten- vernor in Council shall be empowered to regulate of work, paid vacation leave, holidays and paid s; this ruling shall also be universally applicable, means that in no case may the terms and condi- e less; and (4) the office named in section 1 shall these regulations.

earing the reports of the President and the com- responsible for studying the problem, the con- adopted the following resolution: that federa- e immediately consulted in order to discuss and the Pepin plan, especially on certain points, in o strengthen standards in small enterprises; that rmation campaign be immediately undertaken legions and unions to make them aware of the d cons of this Act and how important it is that our favour; and that the CNTU do all in its to force our legislators to take our opinion into t.

resolutions

nvention adopted resolutions also on a number r issues:

ne CNTU convention ask the Department of tion to immediately abolish the post of commis- o take evidence. This post was given to Father n Dion, of the Department of Industrial Relations l University.

bjecting as it does to the repeated invoking of legislation to restrict our freedom as regards the strike, the CNTU undertake an information ign to impress on all its members the serious of these arbitrary actions and to encourage them ggle for our union freedoms, resorting, if neces- a general strike.

e continue the study begun in the moral report ossible forms that relations with political parties e, in order that workers exercise power—without, r, endangering the movement's independence litical parties.

On a recommendation from the committee responsible for studying the National President's report, the convention adopted a resolution supporting the principle of a full employment act and, in accordance with the National President's wishes, considering this to be one of the CNTU's major preoccupations.

That the CNTU encourage all its members to participate in the co-operation existing between France and Québec, and furthermore, that the CNTU call for strong action on the part of the Québec State to promote such co-operation.

Whereas there is an almost complete absence of democratic groups such as the CNTU at the decision-making level of the information media . . . and whereas the CBC has for a long time operated a farm service for 16 per cent of the population, a precedent for which they should be congratulated, . . . be it resolved: (1) that the CNTU take the initiative in creating a committee to determine the best means of democratizing information, especially in radio and television, in co-operation with popular movements that are already members of Québec-Presse; and (2) that, as a first step toward this goal, the necessary measures be taken to obtain from the CBC, daily program times for broadcasting information of a social and union nature to employees. That the CNTU set up as rapidly as possible a co-operative medicine system, and that the CNTU ask the government to nationalize the drug industry in Québec.

That the CNTU invite its 224,000 members to take control of the co-operative movement, particularly by attending the general meetings held by co-operative savings and credit organizations.

That the CNTU, on behalf of the workers, demand that the CBC withdraw all advertising aimed at children and intended to make the latter consumers of gadgets.

Elections

Marcel Pepin, National President, Raymond Parent, General Secretary, and Amédée Daigle, General Director of Services, were all re-elected by acclamation to the same posts. Only Jacques Dion, General Treasurer, and Paul-Émile Dalpé, General Vice-President, were opposed by Gilles Beaulieu and Michel Bourdon. Dalpé and Dion, however, were both re-elected.

Pension:
reward or right?

by Peggy Butler

Fifty years ago, making financial provisions for old age was a private affair, and the size of the "nest egg" depended on an individual's means and foresight. Today the provision of retirement income has grown into a highly complex and scientific system, and pension planning is playing an ever-increasing role in our economy.

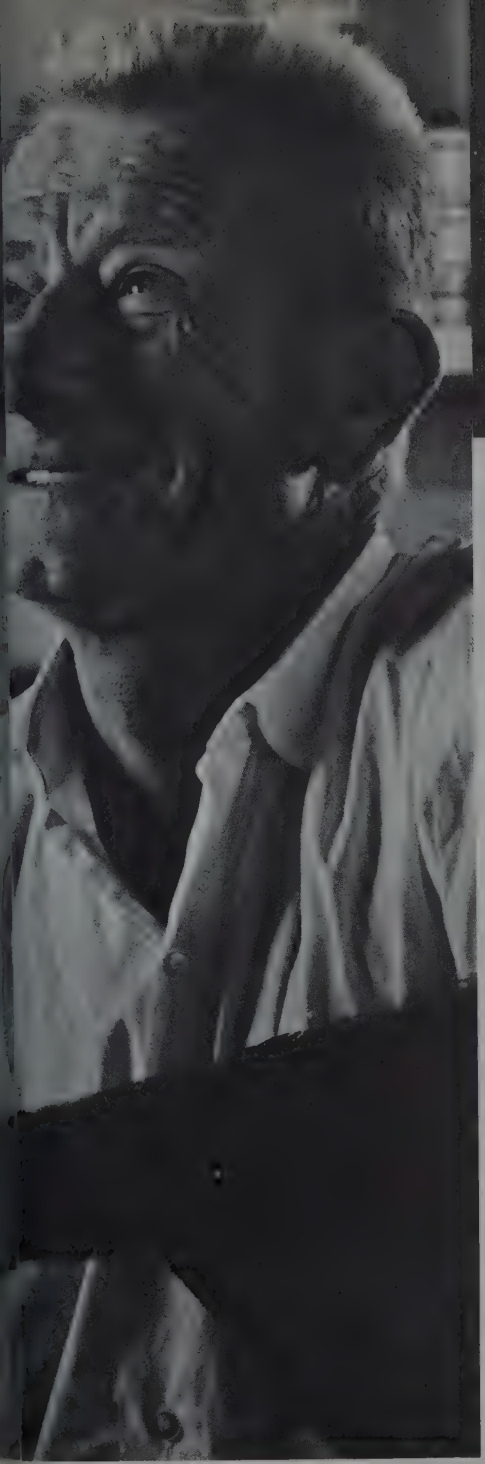
The most recent statistics for Canada were compiled in 1966, when the Dominion Bureau of Statistics conducted a comprehensive survey to determine the number, membership and key characteristics of pension plans in force in Canada on December 31, 1965. The study was timed to establish benchmark data against which to measure the effects of the Canada and Québec Pension Plans, which came into effect on January 1, 1966.

The survey shows that the number of plans increased by nearly 50 per cent from 1960, when there were 9,500 pension plans in operation, to 1965, when there were over 14,000. Plan membership rose from 1,800,000 to nearly 2,300,000 in the five-year period, an increase of 26 per cent.

"Perhaps one of the most significant elements in pension growth was the increase in total annual contributions," states the survey. **"In 1965 alone, employer plus employee contributions passed well over the one billion dollar mark to nearly $1,170 million. Annual contributions of this magnitude have made pension funds one of the largest single sources for capital investment in Canada."** Yet, according to J. W. Bentley, Superintendent of Pensions for the Pensions Commission of Ontario, there is still an enormous amount of misunderstanding and a lack of communication on the subject of the intent of pension planning, how it operates, and how this affects workers—especially older workers.

The concept of the pension goes back to the da the Roman Empire, when grants of freehold land given to retiring soldiers; in other countries, pe were paid as a reward for long and faithful serv soldiers and servants of the state. In England, Th perannuation Act of 1834 introduced pensions fo servants in the modern sense for the first time. United States, municipal pensions and teachers pe made their appearance in the 1890s and had b common by 1915. In Canada, the first Superann Act was passed in 1870 to control contributory p plans for civil servants of the Dominion Govern For two centuries before that, the Hudson's Bay pany had provided retirement gratuities for emp of long standing; but the first systematic pensio in private industry seems to have been introdu 1874 by the Grand Trunk Railway for clerica indoor staff. In Ontario, a single provincial pl elementary and secondary school teachers throu the province was brought in 1917; another, for p cial civil servants, has been in effect since 1920.

It is 20 years since pensions first made their appea in negotiations between unions and managemen lowing the ruling in 1948 by the National Labor tions Board in the United States that pensions w proper subject for collective bargaining. The first were bargained at the Ford Motor Company and eral Motors. Since then, pensions and an incr range of other benefits such as widow benefit broader medical coverage have become standard in collective agreements. It is estimated that wh **years ago fringe benefits accounted for about 15 p**



Peggy Butler is Editor, **Task**, published by the Ontario Department of Labour. The accompanying article was extracted from a recent issue of that publication.

of payroll costs, today they are costing about 27 per cent, and that, by the mid-1970s, the payroll costs will have climbed to 34 per cent.

In the 1950s the cost of providing a pension was a major reason cited by employers in Canada as an obstacle to hiring or retaining middle-aged and older workers. Many employers were reluctant to hire workers who were ineligible because of age from entering their pension plans or whose service would be too short to provide an adequate retirement income; rather than pay the older worker a meagre pension or none upon retirement—or give him an adequate pension, but at a relatively high cost—the employer preferred not to hire him at all.

This paradox—that pension plans whose primary purpose was to benefit older people should turn into a barrier to prevent older workers from securing employment—became a matter of growing concern to government and other agencies more than 15 years ago.

Pensions were one of the problems studied by the Canadian Government's Interdepartmental Committee on Older Workers, established in 1953. The report of this Committee, published in 1957, focused national attention on pension plans and their effects on the employment of older workers.

The basic conclusion of the report was that **nothing inherent in the nature of a pension plan made it impossible for an employer to hire an older worker or to retain him beyond normal retirement age.** Nonetheless, the committee appointed in 1960 by the Government of Ontario to study portability of pensions had this to say in its report: "Until recently the plans were not numerous enough to have had much influence on employment as a whole. Today, however, the plans are so widespread that, whatever adverse influences they exert through

imposition of age limits either for hiring or for plan membership, they must be felt over a much greater range of job opportunities than hitherto. It follows that latter-age unemployment may become a more serious problem."

The Dominion Bureau of Statistics survey of pension plan coverage shows that, **in 1960, a total of 53 per cent of all paid workers in Canada were employed by organizations with pension plans. By the end of 1965 the total had grown to 57 per cent of all workers.**

In the early days, a majority of such plans were paid by the employer solely as an incentive to staff members to remain in his employment or to attract experienced and competent recruits. The employee paid no contribution, and if he terminated his employment before retirement, he was entitled to no benefits under the plan. Over the years, there has been a steady increase, however, in contributory plans, where a percentage of the employee's salary is deducted for investment in the pension fund, with the employer contributing a further sum to make up what is needed to buy an agreed benefit to cover the employee's pension at the time of his retirement. (The DBS survey reports that in 1965, contributory plans covered approximately 1,823,000 employees, representing about 78 per cent of total membership in all plans.)

Legislation introduced

A major concern of various government and other committees studying pension schemes was how to prevent the wastage of pension rights because of job changes. Nearly all contributory pension plans allowed the employee to withdraw his own contributions if he terminated his employment before retiring age. Over half the contributory plans provided terminating employees with some form of vesting—that is, a legal claim to a deferred pension based on the employer's contribution. But, in most cases, this was dependent on the employee leaving his own contributions in the fund. The vast majority of workers chose a cash refund, and so forfeited their rights to the employer's contributions and therefore to any deferred pension benefits.

The Committee on Portable Pensions, established by the Government of Ontario in 1960, heard testimony from a number of interested organizations and individuals in its study of pension practices in Canada and other countries. Its principal recommendations were for the creation of government standards to preserve pension benefits and for the introduction of a vesting standard coupled with restrictions on cash withdrawal of employee contributions.

The Ontario Pension Benefits Act, which followed t recommendations in 1965, was the first legislatio Canada that dealt specifically with pension plans. of its most far-reaching provisions is that **all pen plans registered within the province must conta clause that ensures that plan members who leave ployment after the attainment of age 45 and the con tion of 10 years of service will have full vested ri in the form of a deferred annuity, to all employer co butions made after January 1, 1965, when the Act c into force.** Further, an employee who qualifies for ing cannot remove his own contributions, which "locked in" in the same way as the employer's. results in what is known as portability of pensions.

"The word 'portable' is bandied about considerably many people still believe that it means they take them the money invested in a pension fund on behalf," says Mr. Bentley. "I think the concept is per better phrased as 'the preservation of pension en ment.' A portable pension does not mean that you it along with you to your next job; it means that rights under the pension plan you are leaving are served for you and your use at some time in the fut

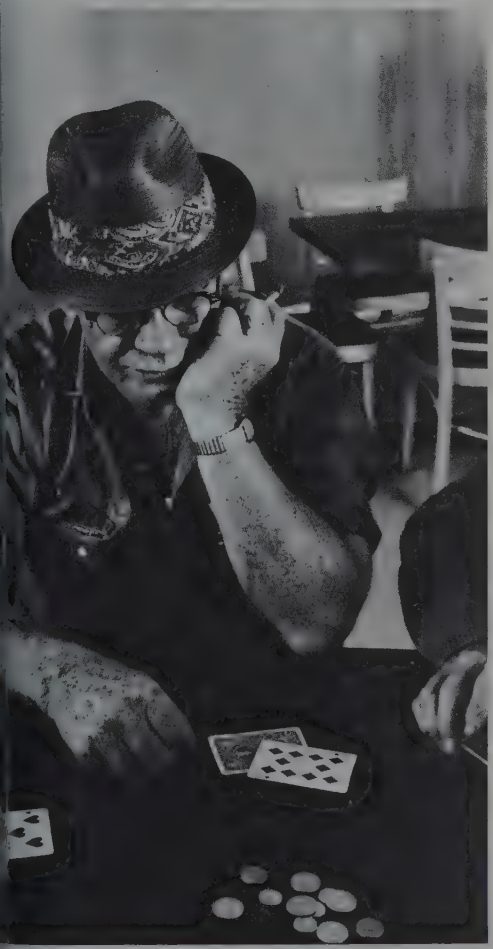
Supervision of plans

Every pension plan that has members in the pro must apply for registration with the Pensions Con sion of Ontario, which administers the legislatior supervises more than 8,500 private pension plans c ing about 900,000 members. Before the pension p accepted for registration, its terms must comply the provisions of The Ontario Pension Benefits Act

"The purpose of the Legislation is simply to stren the existing system of private pension plans by req that pension benefits, under certain conditions, be served for the ultimate benefit of the member," Bentley. "This is done by establishing reasonable ods of funding the plan and by establishing reaso standards for solvency and for the investment c fund."

An annual report for every pension plan must be su ted to the Commission; each plan must be valu an actuary at least every three years and that submitted to the Commission. The investment c assets of the pension fund are also subject to c criteria. There must be diversification of the invest and the investments of the pension fund must those types of investment that are permitted b legislation.

e is still a great deal of misunderstanding about tent of pension plans," says Bentley. "A pension does not exist as a form of savings plan—it is a d of purchasing security for the future of the r. And the concern of the law is to see that the of the pension plan—which is, in effect, a promise by the employer to the employee concerning his security—are carried out. Put very simply, the tion required that the eggs be chosen with due nd that these same eggs cannot all be put into asket."



Since the introduction of Ontario's Pension Benefits Act, **substantially similar legislation has been brought in in the provinces of Québec, Alberta and Saskatchewan, and in 1967 the Canadian Government enacted The Pension Benefits Standards Act.** This Act, which parallels the Ontario legislation in ensuring minimum standards of portability, funding and investment, applies to pension plans organized and administered for workers engaged in employment throughout the country that fall under federal jurisdiction. It is estimated that, at present, more than 15,000 pension plans are subject to the requirements of these uniform Acts, covering about 85 per cent of all pension plan membership in Canada.

Cost of pensions

In addition to the protection provided by the provincial legislation, virtually all workers aged 18 and over in Canada are covered by the Canada Pension Plan, which came into effect on January 1, 1966. Any worker, regardless of age, can become a participant in the Canada Pension Plan, which provides complete portability, vesting and locked-in pension credits, thereby ensuring a measure of security even for older workers who do not qualify for private pension plans.

The old concept of a pension as a reward for long and faithful service has been replaced by the theory that a pension is in effect a deferred wage, to be paid to the worker for his retirement security, and subject to terms and conditions agreed upon by worker and employer. The trend is increasingly toward bargaining for the inclusion of pensions and other benefits as part of the total wage package to be met by the employer. But it is doubtful whether most people realize how costly this trend has become.

A century or so ago, not many of those who saved money for retirement lived long enough to benefit from it. Today in North America, one out of every seven persons is 60 years old or more. In Ontario, the life expectancy of a man is 68, that of a woman, 75. And for men who now reach the age of 70, the average remaining length of life has increased from about nine to about 11 years. It follows that the number of years for which a retirement income must be provided are increasing.

To quote the Report of the Ontario Committee on Portable Pensions: "Pensions are more costly than most people realize. The essential arithmetic, though simple, will bear repetition: they are costly because a man who

retires at 65 years of age will, on an average, draw a pension for some 14½ years, or about a third as long as his whole working life. The cost of a pension or annuity for such a man, expressed as a lump sum paid immediately before it commences, is about $11,000 for each $1,000 of annual pension provided. For women the corresponding cost is higher, owing to their longer average life after age 65, being about $13,000 for each $1,000."

The Committee also investigated the effects of retirement age. Its findings indicate that the earlier the age of retirement the more costly the pension, and that plans with a fixed and rather low compulsory retirement age are those most prone to entail unemployment. The report shows the influence of retirement age on pension costs with an example. **An annuity or pension of $1,000 a year, for a man, payable quarterly for life, on the basis of 4 per cent interest per annum, without guarantee, and bought with a lump sum immediately before the pension begins, would cost $11,802 if bought to commence at the age of 60.** It would cost $10,165 if bought to commence at the age of 65 and $8,512 if bought to commence at the age of 70.

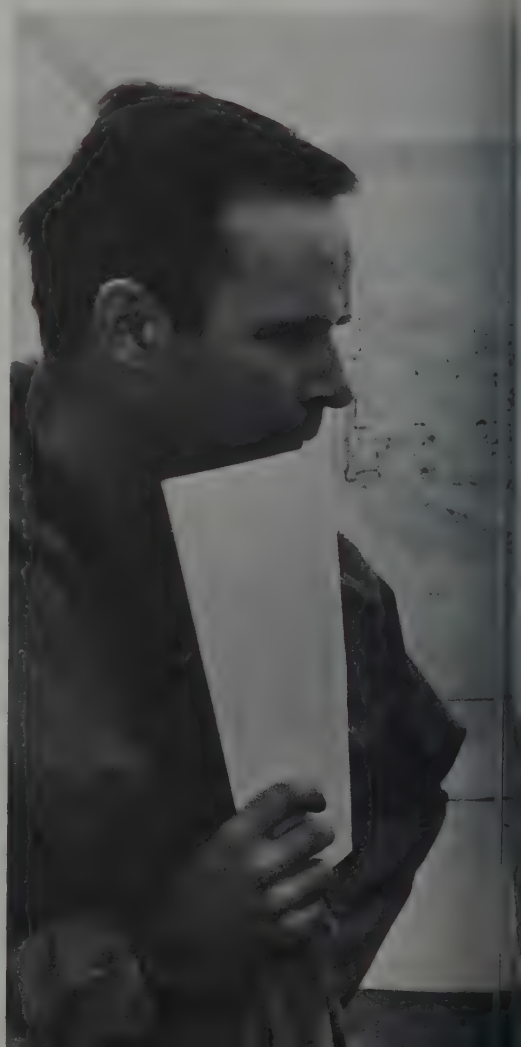
One of the reasons for the appointment of the Committee was a concern to increase the employability of older workers. Its report shows that, in certain types of plan, the higher cost for older workers exerts a persistent pressure in favour of hiring the young; and that earlier retirement can lead to more unemployment among elderly able-bodied people. The report states that, although information on the subject was not conclusive, it appears that later retirement could bring about the two objectives of lower pension costs and a reduction in the number of elderly people seeking work.

"At age 65 the capital cost of a man's pension is, as we have seen, the annual pension multiplied by 11, but at age 70 the cost is the pension multiplied by only 9½. The multiplier falls, owing to the older person's shorter expectation of life. If, in addition, the previous contributions can be kept up over the five years until age 70, the cost per dollar of pension can be reduced by about one third."

But, in the decade since the Committee was appointed, attitudes have swung toward earlier, not later, retirement. In their negotiations, trade unions have pressed for retirement at 60 or earlier, or simply after a stated period of service. A major slogan in the recent collective bargaining between the United Auto Workers and the automobile industry has been "30 years and out." The stated goal is a minimum pension of $500 a month after 30 years of credited service, regardless of age, which would permit workers to retire as early as 55 or even 50.

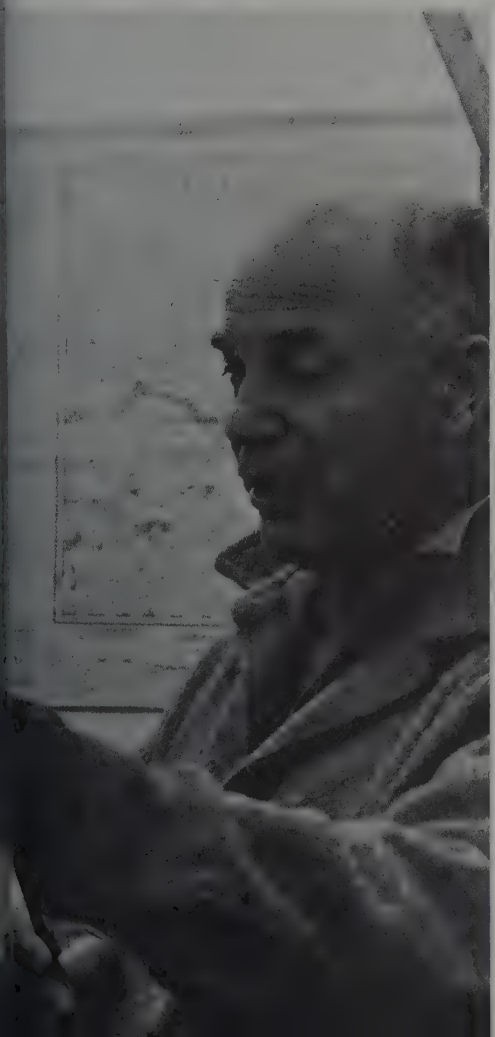
If this trend spreads to other sectors of industry, a
probably will, how will this affect the employment p
pects of older workers? Those workers protected
unions would seem assured of a guaranteed pens
as long as they remain with one employer for the
quired number of years, and as long as they are
caught in mass layoffs or other upheavals. But v
of other workers who, through no fault of their c
become unemployed at the age of 45 or 50?

According to Bentley, **the job mobility of older wor
should no longer be affected by pension plan conditi
Since the introduction of the pension legislation, e
older worker now has three factors that provide a m
sure of security for his old age:** a deferred pension ur
the vesting clause of The Pension Benefits Act; f
portable Canada Pension Plan credits; the provis
of the Old Age Security Program.



resent the vested deferred pension is calculated n service after January 1, 1965, when The Ontario n Benefits Act came into force, and you can argue ne benefits provided at this stage are very minimal. n the development of this kind of legislation, you to have a starting point, and in time the effects ting will have much greater bearing on the security er workers."

example of how the "45 and ten" rule applies, lifying worker who now leaves a job at a salary ,000 a year would be entitled to a deferred pension 4 a year, calculated on five years of service since ct came into force (the example is based on a nt salary of $10,000 per year and a pension benefit per cent of salary up to $5,300 and 2 per cent excess for each year of service). If he left his 1975, still earning $10,000, his deferred pension amount to $1,628.



More flexibility needed

If vesting were further liberalized, so that the existing 45 years of age and 10 years service was reduced to, say, 35 and ten, the older worker who becomes unemployed would have accumulated enough security so that he could take another job even without the right to join a new pension plan.

"I have always felt that when employers give the age limit for joining a pension plan as the reason for rejecting older workers, this is not a reason but an excuse," says Bentley. "With the new security provided by the legislation, it should now be possible for employers to ease their personnel policies affecting the employment of older workers." As a further removal of pension plans as barriers, Bentley strongly advocates greater co-ordination of employment benefit programs, in what he calls the "cafeteria approach."

"I have the feeling that the money invested in various programs for income maintenance are not being utilized to the fullest extent. **In Canada approximately 12 billion dollars are invested in pension funds, and by 1980 this will rise to around 31 billion dollars. I would like to see the money being used in a better way than it is at present."**

"We constantly think in terms of a pension plan, or a supplementary unemployment benefit program, or an insurance program, or a long-term disability program. What is needed is the co-ordination of any employee benefit program with other existing programs so that both employer and employee, and other beneficiaries under these programs, receive the maximum benefits for the dollars contributed to the total package."

"It seems to me that the development of a package, or cafeteria, approach should be more than just a pension plan, a hospital plan, a supplementary unemployment benefit program. It should be a package that could permit individual employees more latitude in selecting the form of benefit most applicable to their needs. For instance, **a married man with young children could emphasize family protection, while an older employee could direct more of the total compensation package into savings or retirement benefits."**

The introduction of the Canada Pension Plan and the provincial pension legislation has already had an impact on the attitude of employers toward hiring older workers, according to W. H. Wightman, Manager of the Industrial Relations Department of the Canadian Manufacturers' Association. "As far as pensions were

concerned, there were formerly two aspects that deterred employers. To start with, the cost of buying a benefit unit to provide even a minimal pension for a short-service older worker was very high. In addition, the employer was candidly afraid of the adverse public relations image created by retiring such a worker on a pittance."

"If a firm had a policy of compulsory retirement at 65, a new employee aged 50 or 55 would have only 10 or 15 years in which to build up credits toward a pension. The company would be faced with retiring him on a totally inadequate pension or bearing the higher costs of providing a somewhat better pension. It was an embarrassing situation for any firm with a genuine concern for the future welfare of its workers."

"Now, while the high unit cost remains, I believe **an employer can contemplate hiring an older worker without such anxiety over making provision for the man's old age—even if that worker only has 10 years in which to accumulate credits, he will have some deferred pension rights from former employers, plus his portable Canada Pension Plan credits.** I think another outcome of the portability of pensions is a demand for greater flexibility in pension planning. There is a growing awareness of the need to develop the kind of plant that will allow a worker's credits acquired in a former job to be supplemented or meshed into the pension plan provisions at his new employment."

Dr. A. Kruger, Associate Chairman of the Department of Political Economy, University of Toronto, agrees that, as older workers build up deferred pension rights under the provisions of the legislation, the importance of pension costs to their employability will decrease. "But I really think that this whole question of employers raising the cost of pensions in relation to the hiring of older workers has become one of habit," he says. "Back in the 1950s, when pension plans began to increase rapidly, the higher costs of providing pensions for older workers did scare employers, and they got into the habit of not hiring people of 45 or 50 for this reason."

"What is more, there is a great deal of ignorance and a lack of communication about recent developments in pension planning, and I doubt that too many of those who do the hiring really understand the implications of the legislation or the effects of the vesting clause. In big organizations, there is a pension section that deals with all the details of the pension plan, and there's a personnel section that administers the hiring policy the firm and may be quite unaware of the changes have taken place. There is a real need for a prog to get this information to administrators of perso policy and employment benefit plans."

If the higher benefit unit cost of providing a pen for an older worker is still found to be a deterrent, Kruger suggests that a possible solution would b give the employee the choice of paying the differe in premium rate. **"If the only problem an employer f in hiring a man of 50 for the job is the cost of let him join the pension plan, why not increase that work contribution to include the amount over and above v it would cost the employer if he hired a man of 25?**

"But I think a much more serious employment prob for the older worker is the need for upgrading s to meet the rapid developments in technology. question the employer faces is whether it is worth while to invest in the retraining of an older worker whether the length of service that remains to a of 50 will repay this investment."

"It is too early to measure the long-term effects o legislation, but certainly it is a step in the right d tion," says Gordon Milling, Research Director in t ada of the United Steelworkers of America ar member of the Pensions Commission of Ontario. I think the importance of pension costs has been e gerated. In my experience the cost of pensions i longer a major consideration with many employers. the rise in pension costs has not led to any major cha in the age pattern of hiring."

Milling says that, **since 1963, there has been a p nounced trend in collective bargaining toward the p sion of much more generous pensions, and that thinking is strongly in terms of using years of se rather than a stated age as a basis for retirement.** goal of the larger unions is for pensions amountin 75 per cent of a worker's earnings in the years imm ately before retirement, after 30 years of service. now we have some agreements in force, with pen reaching between 60 and 70 per cent for worke the low-to middle-wage groups. And we've barga for plans allowing for normal retirement as early after a minimum of 10 years of service."

ainly the trends in bargaining have pushed up the of providing pensions. The pension is no longer d upon as a reward for long and faithful service, s a right and as part of the total wage packet. is happening is that workers are choosing to defer ger proportion of wage increases in the form of provisions for their retirement. I believe most oyers take this into account when measuring costs."

se of service and not age as a basis for retirement robably increase pension costs even further, says g; but in his opinion this will not have an adverse on the hiring of older workers.

tirement was based on 30 years service, an em- would have no cause for reluctance in hiring a r of 45 or 50 because of pension costs—that worker ever be able to accumulate 30 years. And one bear in mind that the increase in pension costs ds on the use of opportunity. In our experience, ny as half of those who are entitled to retire at 62, go on working till they are 65."

ng program

da's pension legislation has aroused a great deal erest in other countries. Requests for information been received from government sources, businesses bour unions in England, the United States, Aus- and elsewhere.

n Toronto, Humber College of Applied Arts and ology has introduced the first training program th America that conducts specialized courses on n and other employee benefit plans. Since the r of 1969 the college has run a number of three- eminars for people who work in the administration h plans. Over 100 participants from all parts of a have attended. The course covers an analysis ious kinds of benefit programs and a review of t legislation. Speakers include specialists and tants from government agencies and industry.

the growing complexity in the design, control and stration of employee benefit plans, formal training dministration is now a vital necessity," says James ; lecturer in Business Law at Humber College, ader of the seminar program. "Yet there is still, mong administrators, a great lack of knowledge

and misunderstanding of the intent of pension planning and the implications of the legislation."

There are, however, encouraging signs that, at all levels of society, there is increasing awareness of the need for better information and improved communication on a concept designed to help, and not hinder, man's enjoyment of a serene old age.

(The opinions expressed in the accompanying article are those of the author, and do not necessarily reflect the views or policies of the Canada Department of Labour.)

Price indexes

Consumer, March

The consumer price index (1961 = 100) increased by 0.3 per cent to 131.3 in March from 130.9 in February, and was 1.9 per cent higher than a year ago. In the last three months, December 1970-March 1971, the all-items index recorded a 1.2 per cent increase, the largest advance for this quarter in more than 10 years. All major components increased in March except tobacco and alcohol; they were unchanged.

The food index advanced 0.5 per cent to 128.2 from 127.5 as a result of a 0.6 per cent increase in the price of food consumed at home and a 0.1 per cent increase in restaurant meal prices. It was the third consecutive month in which the average level of food prices had risen, but the index was still 2.8 per cent below its August 1970 peak and 1.8 per cent lower than in March 1970. The price of fruits increased in March by 4.2 per cent, and vegetables by 2.2 per cent—fresh fruits advanced 6.6 per cent and fresh vegetables, 3.3 per cent. Canned fruit prices rose 0.3 per cent, and canned vegetable prices declined 0.2 per cent.

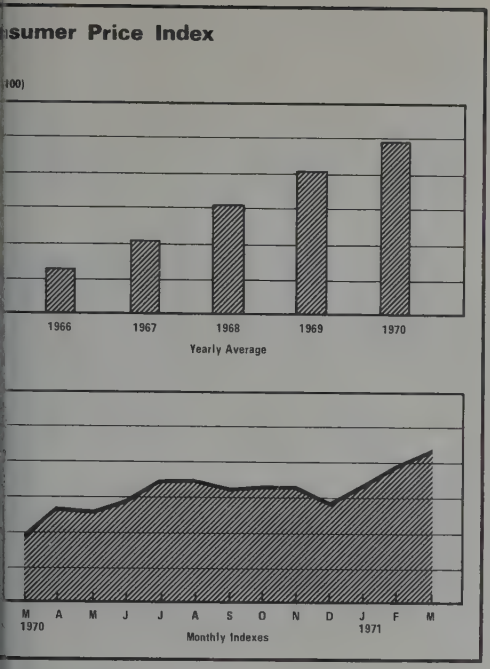
The bakery and cereal products index advanced 1.1 per cent, with general price increases recorded for bread 1.5 per cent, corn flakes 2.1 per cent, and cookies 1.9 per cent. Higher prices were registered also for sugar 2.3 per cent, soft drinks 3.2 per cent, infants' food 1.0 per cent, tea bags 0.9 per cent, and jelly powders 1.9 per cent. The meat, fish and poultry component recorded an increase of 0.9 per cent. A rise of 0.9 per cent for beef reflected increases at the wholesale level. Pork prices advanced 0.6 per cent, chicken 2.2 per cent, and fish (fresh and frozen) 1.8 per cent. Whole milk prices increased slightly in some major Ontario and Québec cities; cheeses and canned milks registered general price increases. Egg prices decreased by 5.5 per cent in March, their lowest level since February 1965.

The housing index rose 0.2 per cent to 134.8 from 1 and was 4.3 per cent higher than a year ago. T were increases of 0.1 per cent in the shelter compor and 0.3 per cent for household operation. Within shelter component, the new houses index advance per cent and rents increased 0.1 per cent. Mixed movements were recorded among household opera components. Because of higher electricity rate Toronto, there was an increase of 0.3 per cent in fuel and lighting index. The cost of furniture ros per cent when sale prices were discontinued. Appli prices advanced 0.4 per cent because of higher p associated with the introduction of new models an removal of some sale prices. The household sup component increased 1.0 per cent, owing to higher p for toilet paper 4.5 per cent, detergents 1.1 per bleach 2.5 per cent and waxed paper 1.0 per cent. components for floor coverings and textiles each clined 0.2 per cent, and utensils and equipment 0. cent. The largest annual increases were recorde home-ownership 8.3 per cent, and fuel and lightin per cent.

The clothing index advanced 0.7 per cent to 126.8 125.9, reflecting increased prices for men's wear 1. cent, women's wear 0.2 per cent, children's wea per cent, footwear 0.6 per cent, piece goods 0.2 per and clothing services 0.9 per cent. Higher price men's and women's dress shoes were responsible fo increase in the footwear index. Clothing service ch rose in several cities. Between March 1970 and M 1971 the clothing index advanced 0.6 per cent.

The transportation index increased 0.4 per cent to from 128.3 and was 3.9 per cent above its level year ago. In the automobile operation componen cost of most items, with the exception of tires and teries, increased. New passenger car prices advance per cent, chassis lubrications 2.0 per cent and li fees 0.5 per cent.

The health and personal care index rose 0.2 per to 141.0 from 140.7 and was 2.4 per cent higher in March 1970. There was an increase of 0.7 per for toiletry items—cleansing tissue advanced 4.6 pe and toothpaste 1.3 per cent. The recreation and re index increased 0.1 per cent to 135.0 from 134.8 was 4.2 per cent above its March 1970 level. Incr



aper subscription rates in Toronto and Victoria, igher prices for phonograph records and T.V. in several cities, outweighed price declines for ion sets. The tobacco and alcohol index remained nged from its February level of 127.6 and was cent above its level of March 1970.

onsumer, March

onsumer price index (1961 = 100) rose in eight il cities and remained unchanged in the two Prairie mbinations. The increases ranged from 0.2 per t 0.5 per cent.

ndexes advanced in eight cities because of higher for most meats and fresh produce items across untry. In Edmonton-Calgary the food index was ged, and in Saskatoon-Regina it declined marg- Housing indexes moved up in eight cities, mainly e of increased prices for home furnishings. Ad- in the clothing index were registered in nine cities y apparel items were back to regular prices from ter sales. Transportation indexes rose in nine cities, reflecting higher automobile operating charges and increased air fares on North American routes. Components for health and personal care, and for recreation and reading, registered mixed movements across the country. The tobacco and alcohol indexes were unchanged.

Other price changes were: Ottawa +0.7 to 129.0; Halifax +0.6 to 124.4; Montreal +0.6 to 125.3; Saint John +0.5 to 123.5; Toronto +0.5 to 127.7; Winnipeg +0.4 to 127.2; St. John's +0.2 to 121.8; Vancouver +0.2 to 125.7; Saskatoon-Regina unchanged at 122.0; Edmonton-Calgary unchanged at 127.3

Wholesale

The general wholesale index (1935-39 = 100) advanced 0.2 per cent in March to 287.0 from the revised February index of 286.4. It was 1.0 per cent lower than the March 1970 index of 289.9. Six of the eight major group indexes were higher, one declined, and the remaining group, vegetable products, was unchanged at 240.9.

The non-ferrous metals products group index rose 1.5 per cent in March to 260.3 from 256.5 on higher prices for export sales of refined copper, and silver. An increase of 0.5 per cent to 379.6 from 377.8 in the wood products group index reflected price increases for cedar, fir and spruce. The chemical products group index moved up 0.4 per cent to 230.2 from 229.2 on higher prices for soaps and detergents. The textile products group index advanced 0.3 per cent to 261.2 from 260.5 on price increases for cotton knit goods and raw cotton. Fractional increases were recorded for the iron products group, to 312.5 from 312.4, and for the non-metallic minerals group, to 223.6 from 223.5. The animal products group index declined 0.5 per cent in March to 322.7 from 324.2, mainly in response to lower prices for livestock, fresh meats, and hides and skins.

U.S. consumer, March

The United States consumer price index (1967 = 100), seasonally adjusted, rose 0.2 per cent in March to 119.8. Price developments in March included declines in the cost of new cars and women's apparel and in mortgage interest rates. There were substantial increases in the prices of foods such as meat, fish, dairy products, poultry, fruits and vegetables. Prices advanced, too, for men's apparel, footwear, used cars, home repair services, water and sewer rates, and local transit fares. Such items as rent and automobile insurance rates also rose slightly.

Don't stop the trains

Canada's National Transportation Policy is outdated totally alien to present-day thinking, the Canadian Railway Labour Association said April 19 in its annual to the Cabinet. The CRLA, which represents all of country's 100,000 organized railway workers, said 1967 National Transportation Act, based on stu carried out in the late fifties by the MacPherson R Commission established in 1957, was "too negative.

The conclusions of many of those studies accordin the brief, "are totally alien to present-day thinking that they ignore completely the quality of life and e ronment. It is no exaggeration to say that under present legislation, the entire question of rail passe transportation begins and ends in a negative vein. Act has a built-in bias in favour of economic viab as the main criterion for determining railway passe transportation needs . . ."

Railways are "the most acceptable means of mo masses of people on an urban, interurban and nati basis," the brief added, and to allow the conti decimation of rail passenger service is "complete f The railway association wants "a total freeze o further attempts to discontinue, reduce, alter or ch the character of rail passenger service until the pr legislation is re-assessed." The present legislatio added, should be referred to the Standing Comm on Transport and Communication for intensive stu

In commenting on the prevailing "massive unemp ment and virtually stagnant economy," the brief gested that **steps be taken immediately to reduce in taxes for low income earners and that the federal ernment must inject "more funds into housing cons tion, which will have an almost immediate impac the level of economic activity."** The brief, stating a great deal of discussion had centred around deli ing the causes of inflation, declared that "the emp given to seeking the causes of inflation has distr us from a much more important and fundamental p lem, namely the achievement of an equitable dist tion of rising incomes in the economy."

The railwaymen assert there had been "little o redistribution of income amongst the major secto the economy over a considerable period of time" challenged the Government to make a determined "to appraise the long-term situation and from the on to evaluate what represents a fair and equi distribution of income."

: Unemployment Insurance Bill, the railwaymen servations about the "regulations that will be l to implement the intent of the Bill." They felt, ef said, "that monies paid to an employee during o-week waiting period from a negotiated supple- unemployment benefit plan or from a negotiated and welfare plan" should not in any way be ered earnings as defined by the regulations.

fine these payments as earnings would place us untenable position of forfeiting our present s, to which we are entitled, during the proposed ment waiting period in order to become eligible employment insurance benefits, or of maintaining sent benefits under the private plans and forfeit- r rights to unemployment insurance benefits." would be a clear act of discrimination, the brief he railwaymen said they did not believe it was nt of the Bill to place employees who had layoff ness benefits prior to unemployment benefits in her/or" situation. "Surely it was the intent of the r payments from unemployment insurance to basic minimum protection and to supplement the nts under private plans." The brief asked also ere be no cutback in unemployment insurance s for those aged 65 and over until a guaranteed income plan is implemented or until Canada uébec pension plans are revised so that employees t be forced to seek work at 65.

ief urged also a phasing-in of drugs, dental and services charges into Medicare. **On community centres, the brief recommended that the federal ment "provide an aid program in concert with vinces designed to provide funds for the initial oment costs of such centres until such time as tres become self-financing;** and make mortgages ns available under the Central Mortgage and g Corporation to health foundations for the pur- constructing health centre facilities."

ief made reference also to the new Labour (Stan- Code Bill. In regard to the section on advance to employees when layoffs occur, the Association d the Government against making regulations too ive and thereby neutralizing the intent of the Bill. ief added further that "a look at the regulations d in Ontario governing similar legislation recently d is a perfect example of how legislation can be tely neutralized so as to make the legislation no an window-dressing."

On the notice of terminations, the railwaymen made one qualification. "In supporting the provision of such notice in the Bill, we wish it to be completely understood that we believe such action must be complemented by changes in the Industrial Relations and Disputes Investigation Act, whereby terminations or the adverse effects resulting from changes in working conditions will be the subject of negotiations between companies and unions. As you are well aware, we are referring to the introduction of the principles espoused by Mr. Justice Freeman."

The railwaymen said that they could not help being pleased with the increase in the minimum wage, but thought the proposed $1.75 increase fell short of the required amount, and they suggested a minimum of no less than $2.25 an hour. "While discussing the question of the minimum wage as it relates in particular to railway hotels, we wish to make it very clear that we support the continued inclusion of railway hotels in federal jurisdiction, which would, per se, require all railway hotels to pay no less than federal minimum wage. We endorse the proposal in the Bill that will enable adjustments in the minimum wage by Order in Council on the recommendation of the Minister of Labour."

In their submission, the railwaymen said they were fully aware of the difficulties that had been encountered in applying the hours of work provisions of the Code. "Nevertheless, while recognizing these difficulties, we do not believe that the intent of the legislation, which enabled Canada only in 1965 to attempt to comply with Convention 1, Hours of Work, passed by the International Labour Organization in 1919, should be changed to any degree." The difficulty in attempting to apply the hours of work provisions arose because the railway industry is divided into two areas, the non-op employees and the running trades employees. Once the new Bill is enacted, they said, they do not want any deferment to be granted to the non-ops but the position of the running trades employees had to be examined in the context of the railways' acting as common carriers. "We believe that the running trades group, only 13 per cent of whom were shown in a study some years ago to be working in excess of the hours of work provision, should be exempt from the hours of work provisions of the Act, subject to the approval by the Minister of Labour of the collective agreement in this regard."

The Bill establishing a Canada Development Corporation came in for some criticism. The brief said that a corporation of this type was essential to govern and control the level of foreign control of Canadian industries, but they believed that as envisaged in the Bill it would have little impact in limiting further increases of foreign capital nor would it result in the development of Canada. Their main criticism was the fact that the Corporation would not be answerable to Parliament. "We believe that the Corporation should indeed be a Crown Corporation and should have as its primary aim the promotion and development of Canadian industries in the national interest, and that as such should be responsible for its decisions and actions to Parliament."

Other topics covered in the brief included income security, tax reform and protection at level crossings.

Government's reply

Five cabinet ministers attended the presentation: Labour Minister Bryce Mackasey, Finance Minister E.J. Benson, Manpower Minister Otto Lang, Agriculture Minister H.A. Olson, and Robert Andras, designated as Minister for Housing and Urban Affairs. Missing was Transport Minister Don Jamieson, whose flight had been cancelled because of fog.

Labour Minister Mackasey, who chaired the meeting, told the seven-member railway executive that he was pleased the union approved of the Labour Standards Code in the main and that the subject of the minimum wage on which they had reservations would be the topic of a meeting that weekend with provincial labour leaders. On several occasions in the House of Commons, Mr. Mackasey said, he had urged that railway hotels, especially the CNR's, should respect minimum wages. **"I gave orders to the Department of Justice to proceed with violations," he said, "and I believe there is a test case before the courts at the moment in Alberta."**

As far as the hours of work were concerned, Mr. Mackasey told the railwaymen, "we want to adhere to the Code as realistically as possible and also adhere to practicality." He said that the Industrial Relations and Disputes Investigation Act was now in the process of being drafted and could go before the House before the summer break. The Unemployment Insurance Bill, Mr. Mackasey said, was designed to provide temporary help. "We are providing unemployment insurance, not sickness insurance." He added that he did not want to see ployers shifting responsibility to the Unemploy Insurance Commission but he promised a definit depth study of the CRLA proposals.

Speaking of the economy in general, the Minister he personally did not favour legislation for price wage control, but some form of voluntary price wage restraint might be in order in another inflatic period. Finance Minister Edgar Benson felt tha CRLA representation was similar to what the CLC brought forward earlier. He told railwaymen that country has been able to control inflation without and monetary means."

As far as a reduction of taxes was concerned, Mr. Be said that it would mean a loss of $1 billion in re and entail an additional large-scale borrowing; thus ing interest rates higher.

"One of our strong points is our exports," he said. " stimulate the economy and that is why we are st to recover earlier than the United States." Cana could also, he said, look forward to a record ye housing construction.

Labour, Mr. Benson said, took 70 per cent of the national income in 1965; corporate profits were l cent of the total. Labour's share in 1956 was 63. cent, and profits accounted for 18.2 per cent. The M ter said also that he disagreed with the CRLA's co of the Canada Development Corporation. He s was a way of accumulating funds from Canadians h would not otherwise be investing. And as for the C stand against foreign ownership, Mr. Benson said the Government had taken "a great many steps always, of course, on an ad hoc basis."

Robert Andras, minister responsible for housing, the Government was putting its main emphasis o cent accommodation for people of lower income to some considerable degree they were having su He assured the CRLA executive, however, that was no feeling of complacency about this success the housing problem was much broader than just building, and that it affected many things. He sai that he shared the union view that some mod transportation involved hidden social costs such as lution and overcrowding in big cities. Officials i department, he said, were in the process of stu the relationship between transportation and urban elopment.

ndras called an "intriguing principle" a suggestion e CRLA that the Government make mortgages ans available under the Central Mortgage and ng Corporation of Canada for the purpose of ructing health centre facilities. He said this idea d be examined by his colleague, Health Minister o.

Lang, minister responsible for the Wheat Board, he CRLA delegation that farmers are smarting at wage settlements because they feel that each set- nt is an extra cost burden for them. The rail unions, d, are a responsible group but there is increasing among western farmers at "the use of the strike end result of collective bargaining."

inister's statement brought the only angry reaction g the otherwise amiable meeting. "If the Minister ng to disseminate that kind of propaganda," Mr. egor retorted, "then we're certainly going to have between farmers and the labour movement." There o doubt, McGregor said, that some farmers might ostile to organized labour, but "if they knew the facts, they would understand that we're not at any time asking for more than our share." Labour Minister Mackasey then observed that a recent strike threat by 4,200 railway locomotive engineers was the first by the union in 63 years.

CRLA Research Director Peter Carew suggested in his rebuttal to Mr. Lang that farm attitudes toward organized labour were not based on facts. "You can't tell a man who is earning $7,000 or $8,000 a year that he's making too much," Mr. Carew said. He then turned his sights on Finance Minister Benson who had stressed the importance of breaking out of the "vicious circle" of high employment and excessive inflation or a situation of high unemployment and mild inflation. Mr. Benson had earlier pointed to the comparative state of the economy with that of the United States and had attempted to demonstrate that there had been a meaningful redistribution of income to labour which in part, he claimed, was due to Government policies. "Government spokesmen have, on a number of occasions, used the crude statistics published by the Dominion Bureau of Statistics to try to prove there has been a redistribution of income to labour," Mr. Carew said. "Mr. Ben-

son pointed out that in 1970 the share of national income going to labour was at an all-time high of approximately 74 per cent, whereas the share going to profits had declined to around 11 per cent.

"First of all, to take a single year's figures as being indicative of a trend provides a distortion of the true facts. There is no denying that the 74 per cent does represent the highest share ever going to labour. This was only to be expected in the hard market conditions that exist today. It is also to be expected that as the market softens, labour's share will decrease to the extent that at the end of 1971 or 1972, it might well fall back closer to 72 per cent of the national income. Thus it is only over a long-term period that a true picture or trend in the distribution of income can be painted."

Mr. Carew argued also that the portrayal of such figures made no allowance for the increase in the number of 'paid workers' in the economy as a proportion of the total labour force. "There has been a continuing increase in the proportion of paid workers in the labour force over the years. In 1970 almost 87 per cent of the workforce were paid workers: in 1960 paid workers represented approximately 81 per cent of the workforce. During that same period, labour's share of the national income rose from 66.5 per cent to the inflated figure of 74 per cent in 1970. Allowing for the inflated figure of 1970, it can be seen that **the increase in the proportion of national income accruing to labour is approximately equal to the increase in the proportion of paid workers in the labour force. In other words, in per capita terms, labour is no better off, there being no per capita redistribution of income to labour.**"

This latter analysis, he said, did not allow for all the conceptual and statistical difficulties in measuring the distribution of income, "yet it unquestionably shows a much truer picture than the simple interpretation of the DBS figures used by Government spokesmen to justify economic policies."

Having recognized the many conceptual and statistical difficulties in analysing the distribution of income, Mr. Carew said, the CRLA had suggested in the brief that the Government undertake an in-depth study of such distribution over the long term so that the degree of redistribution of income either within or among the sectors of the economy could be assessed in an intelli manner. Such a study, he said, would build the fr work for economic policies that would help Canad break out of the 'vicious circle' of which the Min of Finance talked.

"Once again the Government attempted to justif policies by a comparison to the economic perform of other countries, particularly the United States," Carew said. "Again the Minister of Finance clai as justification for, or a rationale of the high lev unemployment, that the Government had no idea its competitors would be prepared to tolerate hi rates of inflation and lower levels of unemployment Canada. Presumably he was suggesting that had Government been able to forecast such an eventu it would have softened its own policies."

A look at the record of other economies, particu the European economies, he said, clearly showed **they have in the past paid much closer attentio maintaining relatively full employment and acce moderate levels of price increases,** and there was tainly nothing to suggest that they were suddenly a to reverse their postwar policies at this time. He ag that the levels of unemployment in these countries risen, but pointed out that they still remained far b that of Canada's and have continually done so. Brit level of unemployment is at present at its highest war level, but still remains only at 3 per cent, m by Canadian standards.

"Lastly, Mr. Benson and Government spokesmen apparently taking satisfaction from the fact that some ten years of exceeding the United States u ployment level, Canada has in March 1971 mat that level. The matching of unemployment levels per cent is not, we feel, something to be hailed. something for which the Government should be c tised, even allowing for the close inter-relationshi the two economies," Mr. Carew said. "In conclu we cannot accept the rebuttal of our submission b by the Government. Indeed we believe the argum put forward by the Government to be a mere ratio ization for a short-sighted, inept and misguided pol

ping safely with work

ope adequately with stress, you should try to turn rwork into play, suggests Dr. Hans Selye, Director t Institute of Experimental Medicine, University of rreal. Dr. Selye was speaking at the annual confer- ef the Industrial Accident Prevention Associations dn Toronto in April.

efined stress as an alertness of the body to meet emergency. The question is not whether you have es -"only after death do you have no stress at all" ow much.

n diseases are caused only by stress, he said. In e-sposed people, any kind of stress will produce a rtular disease. "Frustration and the fear of censure lements usually found in patients with gastric er, heart failures and headaches," says Dr. Selye.

o have to be able to live with stress, and the best y to develop a logical way of life, develop a balance wen work and play, between leisure and activity." rk is what you have to do. Play is what you want d. It may be the same thing because what is work oe person is play for another. It is harmful to work; s not at all harmful to play." The trick is to make rwork into play, he said. "Many outstanding persons veised this concept with great success. It is a fallacy thk that the salvation of humanity should be to rkless and less and have more leisure. Leisure hours nat? What do we want to do with this leisure? vig no work is one of the greatest punishments to ic a human being can be subjected."

Dr. Selye thinks that efficient people who are good at their job don't look forward to retirement. "It is the people who have not been very successful who want to take refuge in doing nothing. Then they don't know what to do with themselves. If we want more leisure hours we ought to try to find things that we consider play, and that amuse us. People should be productive and also respect what they are doing," he said.

Noise pollution

Long exposure to excessive sound can produce a loss in hearing that cannot be corrected, C.L. Harris, Safety Supervisor, International Harvester Co. of Canada Ltd., told delegates attending the conference. "Hearing loss of this type can happen within a few months to many years depending upon the loudness and the duration of the exposure," said Mr. Harris. "A workman with hearing loss is usually able to carry on with his job but with a handicap. Problems arise when speech signals or directions are misunderstood and cause an error."

Laws regulating the amount of noise in industry are in the process of being established, and more is being learned about the effect of noise. To solve the noise problem, Mr. Harris said that industry should make a survey to determine where there are noisy areas and high noise levels; set up a program to measure hearing loss

in employees; and start a program to control noise exposure either by reducing the amount of noise produced or by having employees wear personal protection such as ear muffs or plugs. Few manufacturing concerns are free from potentially damaging noise levels, Mr. Harris said. More studies are needed to determine what level and type of noise cause hearing damage.

Alcoholism at work

Seventy thousand persons who are suffering from : holism are on somebody's payroll in Ontario, Joh Caldwell told a special session on drug and alc addiction during the conference. Mr. Caldwell, Indus Consultant at the Addiction Research Founda Toronto, added that "alcohol is the most damaging most disabling and the most costly drug in our soci

The problems of the alcoholic are varied, Mr. Cald said. He has physical problems with his liver and h or from malnutrition; psychological and family pr lems; job and financial problems; and legal prob from impaired driving.

To provide total treatment to cover these problems Addiction Research Foundation has a treatment c in Rosedale, Toronto, administered by a team of p cians, psychologists, social workers, public health n and occupational therapists. Treatment at the c lasts about three or four weeks. After the patient ret to work, he has group treatment that lasts up to a y

"The alcoholic doesn't have a high accident rate at w but sooner or later his performance on the job be to fail.

"The supervisor is the man to spot an alcoholic. S companies send their supervisors to the Foundatio training sessions on recognizing alcoholism in emp ees."

Supervisors are trained to intervene in the early st when work performance is affected. The supervisor the alcoholic, "Look, you're not doing the job we k you can do. You have a problem. Go to the do r. If you do what he tells you and follow treatment will protect your job, your seniority, your sick ben s, and treat you as any other sick person."

Supervisors will have little difficulty spotting an alcol ic because he is absent about three times as often a n average worker. When at work, his supervisor can't d him; he is at work, but not feeling well. His fe w workers cover up for him, preach to him, tell hi o go home and straighten out. The alcoholic is often

s accident rate may be only twice that of the ge employee. "The alcoholic is clever while he's k, but his accident rate off the job will be very, igh . . . it is on the highway, and it will be horren- Mr. Caldwell said.

ical handling

mers must be educated to use products safely, r. L.W. Shemilt, President of the Chemical Insti- Canada and Dean of Engineering at McMaster rsity, Hamilton. "It is no longer a question of ding people to do something against their will," hemilt told delegates attending the safety confer- 'People want to protect themselves and their chil- rom the dangers of carelessness, ignorance and ive consumption of useful but potentially hazard- oducts."

ent years the public has indicated that they want e more information, and that they are prepared to seek it out when it is not immediately available, Dr. Shemilt said. Hazards in chemical products have to be minimized, and this had to include warning labels for which new regulations are now in effect in Canada. **"Real safety is built in by the engineering and chemical design of products, not by the printing on a label," he said. "We must deliberately design for safety. We must anticipate misuses and design to prevent predictable mis-applications of chemical products."**

Speed was important in the setting of safety standards. Old standards had to be revised frequently and new products have standards set for them quickly. Government regulations were much faster in achieving safety standards than industry, which would be doing it only on a voluntary basis, Dr. Shemilt observed. Product testing should remain the responsibility of industry since it has the expertise. But the establishment and monitoring of standards had to be done with the co-operation of government.

nployment injuries in Canada in 1970

veral years the Economic and Research Branch Canada Department of Labour has compiled and hed statistics on employment injuries in Cana- ndustry. **These statistics are given in Tables H-1 H9 on pages 501 to 511 of this publication.** The tal and fatal employment injuries covered in this e are those suffered by persons gainfully employed. yoccurred during the course of, or arose out of, r mployment, and they include deaths and employ- njuries resulting from industrial diseases.

s tables are compiled from reports received from rious provincial Workmen's Compensation Boards rtain other official sources. Newspaper reports are sed to supplement the statistics and in the case n ustries that are not covered by Workmen's Com- sation Legislation, newspaper reports are the only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain service groups is not as complete as in industries covered by Workmen's Compensation Legislaton. Also, traffic accidents that are in fact industrial may not be included in our figures because of lack of information in press reports.

It should be noted also that the figures reported for 1970 are preliminary. The number of employment injuries that occurred during the period under review is usually greater than indicated in the tables. Revised statistics, however, will be available in the 1972 annual review.

As indicated in Table H-1, the total number of fatalities reported by Workmen's Compensation Boards in 1970 was 956. But, as indicated in Table H-4, the total number of fatalities reported to the Canada Department of Labour for 1970 was 846. At the time of preparation of this report, certain fatalities had not yet been reported to the Department and so the ratio of fatalities reported by the Workmen's Compensation Boards to the total recorded by the Canada Department of Labour for 1970 exceeds 100 as shown in Table H-1.

Preliminary figures for 1970 indicate that there were 293,982 temporary disability injuries, 16,147 permanent disability injuries and 956 fatalities in Canadian industry.

Table H-2 presents data on the Workmen's Compensation settlement rates, that is, the number of claims settled by the various Workmen's Compensation Boards in relation to each 10,000 workers employed. For 1970, the rate for temporary disability was 373.1; for permanent disability, 20.5; and for fatalities, 1.2.

Table H-3 presents a two-year comparative analysis by province of the employment injuries reported to Workmen's Compensation Boards in 1969 and 1970. In addition to those injuries recorded in Table H-1, Table H-3 includes 502,179 medical aid cases. **In 1970, preliminary figures indicate that 813,264 injuries of all types have been reported for Canada.** The provincial totals vary from 372,444 in Ontario as a maximum to a minimum of 2,041 in Prince Edward Island.

Table H-4 is concerned with employment fatalities only, on an industrial basis for the years 1961 to 1970. This table is compiled from other sources mentioned above such as newspaper reports, as well as Workmen's Compensation Board reports. As indicated, the total number of fatalities in 1970 was 846. The largest number of fatalities, 168, occurred in the construction industry, and manufacturing was second highest with 150. The finance industry recorded the smallest number of fatalities, 3. This is followed by the agriculture industry, which recorded only 13 fatalities. There were 7 fatalities reported where the industry had not been specified. Figures for 1970 indicate that the percentage of fatalities experienced by each industry did not vary to any great extent from the previous year.

Table H-5 gives an analysis of the fatality rates per 10,000 workers employed on an industrial basis from 1961-1970. **Forestry leads the list with a fatality rate of 11.1 and is followed by fishing with 10.5 and mining with 9.6. Although fishing is one of the industries the least number of fatalities, it has the second hig fatality rate.** The lowest fatality rates were in the fin industry with 0.1, and the service industry with 0.2. all industries the fatality rate in 1970 was 1.1 comp with a 1.6 average rate for the past 10 years. The seem to indicate a tendency of general decline for fa ty rates, which may suggest an increased employer employee consciousness of industrial safety practic

Table H-6 presents a more detailed industrial ana of the total employment fatalities by province for and 1970.

Table H-7 analyzes the type of accident that ca the fatality. **Of the total of 846 fatalities in 1970, were caused by collisions, derailments or wrecks, were due to falls and slips and 177 were the resu a person being struck by an object.** The data also ind that the least number of fatalities was caused person striking against or stepping on an object. type accounted for only one fatal injury.

Table H-8 presents employment fatalities by ind and occupation on a comparative basis for 1969 1970. As indicated in the table, **craftsmen, produ process and related workers incurred the largest nu of fatalities, 259.** The group of workers experie the least number of fatalities were farmers and workers with 11. The occupational group, mi quarrymen and related workers, however, experie the highest fatality rate per 10,000 workers empl with a rate of 17.41. The clerical workers experie the lowest fatality rate with 0.13 fatalities per 10 workers employed. There were 8 fatalities repo where the occupation of the worker involved was specified.

The final table, Table H-9, analyzes the fatality by sex, broken down into three sections, sex an dustry, sex and occupation, and sex and age grou indicated in the table, **during 1970 only 4 fatalitie of the total 846 were women.** With regard to th and age analysis, the 65 years of age and over g incurred the highest fatality rate of 2.73. The l fatality rate was experienced by the 14-19 years o group with 0.46 fatalities per 10,000 workers emplo

During 1970, preliminary figures indicate that t were 16 multi-fatality accidents. These accidents res in death to 75 workmen. For a more detailed ana of these accidents, see the quarterly reports in the gust, November, February and May editions of Labour Gazette.

lvance notice in a plant shutdown

ruary 1969 Kelvinator of Canada Ltd. announced would close its London, Ont., plant in five months. g advantage of the opportunity "to determine er advance notice aided in the re-employment of e group of older production workers," the Univer- f Western Ontario initiated a study under Prof. rd Portis and Michel G. Suys of the University's l of Business Administration. The results have ublished in a pamphlet titled, **The Effect of Ad- Notice in a Plant Shutdown: A Study of the Clos- the Kelvinator Plant in London, Ontario.**

y enough, there is not very much evidence that ace notice benefits many workers," stated Portis uys. The study team noted that many authorities our relations recommend granting advance notice utdown to soften the blow on both the workers ie community at large. The Kelvinator closing ied the perfect opportunity to obtain evidence to rt or refute the authorities' recommendation. In- ws were conducted after the announcement of the oming shutdown but before the actual closing They were followed up by a questionnaire that trated on job-hunting by Kelvinator employees interim period.

Kelvinator announced the closing, many of the oduction workers were caught by surprise. The ncement did not contain full information on what happen and the company did not make any offer or compensate the displaced workers. Some aid have come from a committee that the London ouncil set up shortly after the public announcement. The committee was formed to negotiate with the owners of the Kelvinator plant and the federal Minister of Industry and provincial Minister of Trade and Development. The meetings with the company officials never materialized; the province lacked the machinery to deal with the problem directly and effectively. A representative of the Manpower Consultative Service of the federal Department of Manpower and Immigration, which exists to assist in such cases, did meet with company and union officials. **He drew up a plan recommending the creation of a joint Manpower Planning Committee "to administer problems associated with the phasing-out of the company's production plant," and asking that the company and the Manpower Department share the costs of relocation. The union supported the proposal; the company rejected it.** When its proposal was rejected by the company, the Consultative Service was forced to withdraw; their service must be accepted by both company and union in order to be used. There had been no close co-ordination of the work of the Consultative Committee and the local Canada Manpower Centre. Even after the Committee withdrew, the local Manpower Centre failed to provide any special program to place or advise affected employees. Thus, "despite the interest of various government officials and groups, no special program was enacted to assist Kelvinator workers."

Company concerns were limited almost exclusively to maintaining production and to avoiding further losses in sales. Production did run smoothly till the final date with two minor exceptions, one being a one-day wildcat strike over severance benefits and the other a small amount of damage during a production run. Only 26 per cent of the production workers left before the closing. In contrast, only 25 per cent of the office workers,

executives and foremen stayed on until that date. Enticed by severance benefits and intimidated by lack of employment opportunities, production workers clung to their jobs.

As a result, they missed out on a time of good prospects in the spring and summer of 1969 and encountered a general turndown in the economy that precluded successful job hunting after the shutdown. **Seven to nine months afterwards, 37 per cent of the laid-off workers were still not fully employed, including those still looking for work, receiving training or welfare, and those employed part time.** Some London area firms gave preference in hiring to former Kelvinator workers, but in the larger firms, because of the deluge of applications, preference was given to younger workers.

The report condemned federal and provincial inactivity. "Special efforts could have been made to register Kelvinator employees and assist them in finding employment in the London area prior to the shutdowns at Kelvinator. This might have reduced the number entering the labour market at the same time. Also some government agency could have approached employers who hire few older workers, to ask them to review the situation. Finally a greater effort would still have to be made to relocate Kelvinator workers outside the London area."

Left to their own devices to find re-employment, the Kelvinator production workers as a body faced several serious hurdles. For instance, the average numbers of years of seniority was 15 years. About 66 per cent of the workers were over 40 years at the time of shutdown and they were mostly men involved in assembly work. An additional drawback was the low level of education. Although only 23 per cent of the production workers failed to make some effort to find new employment before the shutdown, the report noted that there was "considerable variation by age in how workers looked for employment." The older men, especially those over 50, were less likely to take direct action. They relied much more heavily on contacts. Unfortunately, t same men, already in a weaker position for fin re-employment, were also more likely to have take steps to relocate prior to the shutdown.

After beginning their search, many workers avidly sued re-employment. But, "while many Kelvi workers looked widely, they usually had no more one job offer to accept or reject." The difficulty sented by a limited job market was not mitigate any effective help from the company, union or pri groups and agencies. Nonetheless, "as many as 42 cent of the work force may have found jobs durin phase-out period," states the report.

A majority of those who had not found new jobs a m after the shutdown were pessimistic about their pects. Most, however, agreed that they had been enough advance notice, and the various combinatio severance benefits, vacation pay, return of pension contributions and supplementary unemployment ben enabled them to withstand a short period of unem ment.

In summarizing the pros and cons of the five mo of notice, Prof. Portis and Mr. Suys noted that company had not suffered by its action. Most o production staff had stayed. The only real increased of production had been the severance pay and the pany might have offered this to maintain good com relations in any case. Forty-three per cent of the wo had been able to find jobs within a month afte shutdown and there had been sufficient time to nego a satisfactory severance pay arrangement. The might have been more effective had the company bined it with involvement in programs to assist workers in relocating. Bill 96, recently enacted in tario, would require the co-operation of firms ma mass layoffs in placing their workers (LG, Apr., p. Such co-operation need not be costly to the emplo and could help the relocation of displaced workers report points out.

The authors of the report conclude by saying: "... **Kelvinator shutdown indicates that the workers can good use of advance notice to find re-employment.** cial programs of placement, training or relocation still desirable to reduce the high unemployment several months after shutdown. Such programs rec close co-operation between the company dismissing employees and the public agencies."

mployment insurance report

; February a total of 206,000 initial and renewal for benefit were filed. This represented a decrease 00 or 29 per cent from the 288,000 filed in Jan- ut an increase of 5,000 or 2 per cent from the oad of February 1970. One year ago there was er cent decrease in the number of claims filed n January and February.

were 888,000 claimants registered for unemploy- nsurance benefit at the end of February, an in- of 44,000 or 5 per cent from the end of January. the number of claimants for seasonal benefit rose 00, there were 6,000 fewer claimants for regular . At the end of February 1970 the number of nts totalled 694,000.

The average weekly estimate of beneficiaries during February was 692,000 in comparison with 591,000 in January and 549,000 in February 1970. For these three months, benefit payments and average weekly benefit were $100.9 million or $36.47, $85.7 million or $36.28 and $77.6 million or $35.34 respectively.

The Supplementary Unemployment Insurance Benefit of 10 per cent, effective 3 January 1971, is not included in the benefit payment data.

ary Table

	February 1971	January 1971	February 1970	Cumulative Data: January to February 1971	Cumulative Data: 12 months ending February 1971
			(in thousands)		
population at end of month	—	5,804	5,707	—	—
nd renewal claims filed:					
al	206	288	201	494	2,288
Initial	164	226	155	390	1,703
Renewal	42	62	46	104	585
ats currently reporting to local offices	888	844	694	866*	572*
iaries (weekly average)	692	591	549	692*	400*
ompensated	2,768	2,363	2,196	51,304	20,553
aid	100,928†	85,713†	77,632	186,641†	727,730†
weekly benefit	$36.47†	$36.28†	$35.34	$36.38†	$35.41†

ly average.
mentary Unemployment Insurance Benefits not included.

General topics

Employment review

Total employment in March, not adjusted for seasonality, was 7,686,000, an increase of 9,000 over the February level, and was 161,000 or 2.1 per cent higher than in March 1970. The reduction in the actual number of persons unemployed (not seasonally adjusted) from 675,000 to 650,000, was larger than average, but was 108,000 higher than a year ago. The labour force, at 8,336,000, was 16,000 lower than the February figure of 8,352,000, but was 269,000 or 3.3 per cent higher than in March 1970. The seasonally adjusted rate of unemployment fell from 6.2 to 6.0 in March; the unadjusted unemployment rate dropped from 8.1 to 7.8.

Employment

Among industries, the largest change between February and March was a reduction of 18,000 in employment in community, business and personal services. There were substantial increases in construction and agriculture. During this period, there was an increase of 21,000 in employment among women aged 25 and over; the number of employed men 25 and over was virtually unchanged. Employment of persons aged 14 to 24 declined by 12,000 in contrast to the normal seasonal increase.

Seasonally adjusted employment

The seasonally adjusted level of national employment was practically unchanged. There was a decrease of 14,000 in Ontario, an increase of 10,000 in the Prairie region, and smaller changes in other regions.

Unemployment

The decrease of 25,000 in the number of persons ployed between February and March was owin decline of 18,000 in unemployment among person 14 to 24; concurrently there was a slight decline number of unemployed persons 25 years and ove

Compared with a year ago, unemployment was by 45,000 among 14- to 24-year-olds, by 43,000 men 25 years and over, and by 19,000 among w 25 years and over. The increase in unemployme tween March 1970 and March 1971 was greate the national increase in Ontario and British Colu and less than average in Québec, the Prairie r and the Atlantic region.

Seasonally adjusted unemployment rates

Reductions from February in the seasonally ad rates of unemployment among persons aged 14 and women 25 years and over were responsible f decrease in the overall rate. The rate for men 25 and over in March remained unchanged from Fel and January. Regionally the seasonally adjusted of unemployment in Québec and Ontario declin tween February and March. The rates in British C bia and the Prairie region advanced.

employment insurance fund

March 23,541 investigations were completed Canada. Of these, 10,600 were on-premises inves-ns, 2,505 were selective investigations and 1,984 andom sample investigations of claims to verify lfilment of statutory conditions. The remaining rmal investigations and 7,709 post-audit investi-s were in connection with claimants suspected of g false statements to obtain benefits.

ve disqualifications resulting from false statements srepresentations made by claimants, numbered Prosecutions were begun in 187 cases, all against nts. This does not include employer prosecutions by the Revenue Branch.

ue received by the Unemployment Insurance in March totalled $47,269,152.45 compared with 7,422.95 in February and $46,229,380.85 in March **Benefits paid in March totalled $114,301,673.16 red with $100,928,124.33 in February and 9,117.84 in March last year.** The balance in the on March 31, 1971 was $322,982,248.64 compared $390,014,769.35 at the end of February and 98,080.49 at the end of March 1970.

. employment

ployment in April was 4,700,000 compared with 000 in March. The seasonally adjusted rate of ployment was 6.1 per cent compared with 6.0 per the previous month, and the actual rate of un-lyment was 5.7 per cent compared with 6.2 per he civilian labour force was 82,898,000.

y credits

n: Reward or Right? p. 448, was submitted by the on Older Workers, Manpower Utilization n, Department of Manpower and Immigration. n by Peggy Butler, Editor of **Task,** Ontario De-ent of Labour, the article originally appeared in blication.

Unemployment insurance report, p. 469, originates with the Unemployment Insurance and Manpower Section of the Dominion Bureau of Statistics. A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Certification before the CLRB, p. 476, is prepared by the Employee Representation Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation before the Minister of Labour, p. 474, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Photos. NFB: Cover, p. 425, 434, 436, 437, 438, 449, 451, 452, 455, 458, 464. Ian McKain, Victoria, B.C.: p. 423. The Public Archives of Canada: p. 432. CN Photo: p. 461, 478.

Decisions of the umpire

CUB 2982. The claimant quit his job as an electrician after three months of employment. He applied for benefit, saying that he had received a full week's pay only once during the three months because of strikes. The electrician's home was several hundred miles away from his place of work, so he had to pay his own board while away, and look after his family at home. When there was no sign of a settlement in the dispute, he decided to go home.

It was not the electrician's union that was on strike, but his union and those of other trades decided to respect the picket line that had been set up. The insurance officer told him that he was disqualified from receiving benefits because, **"You lost your employment by reason of a stoppage of work attributable to a labour dispute at the factory, workshop or other premises at which you were employed."**

The board of referees heard the electrician's appeal, and said that he could obtain relief from the disqualification by proving that he was not participating in, financing or directly interested in the dispute that caused the work stoppage. The board noted that, during the strike, the electrician had not received any benefit or pay from his union. The board consequently allowed the appeal, saying that **the claimant had stopped working "for a valid reason against his own will."**

The insurance officer then appealed to the Umpi his submission, the officer said that to obtain relief the disqualification, the claimant would have to that members of his grade or class did not parti in the dispute. He went on to say that the empl in all trades, including the electricians, had resp the picket line. The claimant had crossed the pick to get his tools after deciding to quit, and the u business agent admitted that he had taken a grea in doing this.

The umpire said that he couldn't blame the me of the unions for not crossing the picket line. He on to say: "Jurisprudence, however, is quite spec this regard. There being no proof that there was fear of immediate violence and no attempt having made to cross the picket line, and **as the claima not try to go to work and thus complied with his u usual practice, he is not entitled to unemployment ance benefit."**

The names of two other claimants were included i appeal, and the umpire decided to confirm the di lification for all three. He quashed the decision board of referees and allowed the insurance of appeal.

lustrial Relations and :putes Investigation Act

ndustrial Relations and Disputes Investigation Act into force on September 1, 1948. It revoked the me Labour Relations Regulations, P.C. 1003, in became effective in March, 1944, and repealed ndustrial Disputes Investigation Act, which had in force from 1907 until superseded by the War- Regulations in 1944. Decisions, orders and cates given under the Wartime Regulations by the ster of Labour and the Wartime Labour Relations d are continued in force and effect by the Act.

Act applies to industries within federal jurisdiction, avigation, shipping, interprovincial railways, canals, aphs, interprovincial and international steamship and ferries, aerodromes and air transportation, broadcasting stations, and works declared by Parnt to be for the general advantage of Canada or or more of its provinces. Additionally, the Act des that provincial authorities, if they so desire, enact similar legislation for application to industries n provincial jurisdiction and make mutually satisry arrangements with the federal Government for dministration of such legislation.

Minister of Labour is charged with the administraof the Act and is directly responsible for the apment of conciliation officers, conciliation boards, Industrial Inquiry Commissions concerning comits that the Act has been violated or that a party ailed to bargain collectively, and for controlling cations for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning: the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: Certification; and Conciliation.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Halifax and St. John's, Newfoundland. The territory of the officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; officers resident in Toronto connne their activities to Ontario; officers in Montreal are assigned to the province of Quebec; and officers resident in Halifax and St. John's represent the Department in the Atlantic Provinces. In addition, there are Industry Specialists, located at Vancouver, Toronto, Ottawa and Montreal, whose main function is to maintain a continuing relationship with labour and management within specified industries to prevent serious disputes from arising, and to mediate such disputes when they do occur.

The headquarters of the Conciliation and Arbitration Branch and the Employee Representation Branch are in Ottawa.

Conciliation

During April the Minister of Labour appointed conciliation officers to deal with the following disputes:

Cape Breton Broadcasters Limited (Radio Stations CJCB and CJCX, Sydney, N.S.) and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (Conciliation Officer: C. A. Ogden).

New Brunswick Broadcasting Co. Ltd. (CHSJ-TV and CHSJ-Radio) Saint John, N.B., and National Association of Broadcast Employees and Technicians (Conciliation Officer: R. L. Kervin).

M & P Transport Limited (Toronto Terminal) and General Truck Drivers' Union, Local 938 (Conciliation Officer: H. A. Fisher).

Canadian Lake Carriers' Association (representing various shipping companies) and Canadian Merchant Service Guild (Conciliation Officer: G. R. Doucet and Industry Specialist: T. B. McRae).

Atomic Energy of Canada Limited (Whiteshell Nuclear Research Establishment) Pinawa, Man., and International Association of Machinists and Aerospace Workers, Lodge 608 (Conciliation Officer: A. E. Koppel).

North Shipping & Transportation Limited, Québec, Qué., and Seafarers' International Union of Canada (Conciliation Officer: R. G. Dorion).

Yukon Builders' Exchange & Contractors' Association (representing General Enterprises Ltd.; G. W. Ledingham (Yukon) Ltd.; Humphrey Construction Ltd., and 918 Construction Ltd.) Whitehorse, Y.T., and United Brotherhood of Carpenters and Joiners of America, Local 2499 (Conciliation Officer: G. W. Rogers).

Len Doey Construction, Whitehorse, Y.T., and U
Brotherhood of Carpenters and Joiners of Am
Local 2499 (Conciliation Officer: G. W. Rogers).

Leroy Industries Ltd., Whitehorse, Y.T., and U
Brotherhood of Carpenters and Joiners of Am
Local 2499 (Conciliation Officer: G. W. Rogers).

CFRA Limited, Ottawa, Ont., and Association of
dian Television and Radio Artists (ACTRA) (Co
tion Officer: H. A. Fisher).

Yukon Construction Company Ltd., Whitehorse,
and United Brotherhood of Carpenters and Join
America, Local 2499 (Conciliation Officer: G
Rogers).

Upper Lakes Shipping Limited (Grain Elevator
sion) Goderich, Ont., and Federal Union 23736,
(Conciliation Officer: K. Hulse).

The Goderich Elevator & Transit Company Lim
Goderich, Ont., and Federal Union 23736, CLC (
ciliation Officer: K. Hulse).

British Overseas Airways Corporation, Montréal,
and International Association of Machinists and
space Workers, Lodge 2343 (Conciliation Officer:
Doucet).

Settlements by conciliation officers

Canadian Pacific Air Lines Limited, Vancouver
national Airport, and Lodge 764, International Ass
tion of Machinists and Aerospace Workers (repres
printing department employees) (Conciliation Of
D. H. Cameron) (LG, June, p. 394).

Hood Flour Mills Limited, Saskatoon, Sask., and P342, Canadian Food and Allied Workers, char- by Amalgamated Meat Cutters and Butcher nen of North America (Conciliation Officer: A. ppel) (LG, May, p. 326).

al Aviation Services Ltd., Winnipeg International t and International Association of Machinists and pace Workers, Spitfire Lodge 741 (Conciliation : A. E. Koppel) (LG, May, p. 326).

ian Pacific Air Lines Limited, Vancouver Inter- al Airport, and Lodge 764, International Associa- Machinists and Aerospace Workers (Conciliation ; D. H. Cameron) (LG, May, p. 326).

Builders' Exchange & Contractors' Association senting Yukon Enterprises Ltd., and Yukon Ready ompany) Whitehorse, Y.T., and Building Materi- nstruction and Fuel Truck Drivers' Union, Local Conciliation Officer: G. W. Rogers) (LG, May, p.).

liation boards appointed

Newfoundland Broadcasting Company Limited o and Television stations CJON, CJOX, CJCN) Jan's, Nfld., and National Association of Broadcast oyees and Technicians (LG, May, p. 326).

anada Coach Lines Limited, Hamilton, Ont., and gamated Transit Union, Division 107 (LG, May, 2).

inal Harbours Board, Port of Québec, and Brother- of Railway, Airline and Steamship Clerks, Freight ilers, Express and Station Employees (representing al operations, maintenance and cold storage ware- employees) (LG, May, p. 326).

in-Wide Interior Maintenance Co. Ltd., Montréal, and Building Service Employees' Union, Local .F.L. (LG, May, p. 327).

ado Nuclear Limited (Mining and Exploration ion) Eldorado, Sask., and United Steelworkers of rica (LG, April, p. 267).

Brunterm Limited, Saint John, N.B., and International Longshoremen's Association, Local 273 (LG, March, p. 194).

Conciliation boards fully constituted

The Board of Conciliation and Investigation established March to deal with a dispute between Defence Construction (1951) Limited (employees at Nanaimo, B.C. and Courcelette, Qué.) and Public Service Alliance of Canada (LG, June, p. 395) was fully constituted with the appointment of Judge James L. Lunney of North Bay, Ont., as chairman. Judge Lunney was appointed by the Minister on the joint recommendation of the other two members of the Board; company nominee S. Howard and union nominee Arthur Alexander Kube, both of Ottawa.

The Board of Conciliation and Investigation established in February to deal with a dispute between Channel Seven Television Limited (CJAY-TV), Winnipeg, Man., and National Association of Broadcast Employees and Technicians (LG, May, p. 327) was fully constituted with the appointment of Jack M. Chapman, Q.C., of Winnipeg, as chairman. Mr. Chapman was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Harold G. Piercy and union nominee J. A. Coulter, both of Winnipeg.

Conciliation board report received

Canadian Broadcasting Corporation and Le Syndicat général de cinéma et de la télévision (CSN) (LG, Feb., p. 123). (Full text appears in Supplement No. 4, 1971).

Settlements after Conciliation Board mediation

CP Rail (Atlantic, Eastern, Prairie and Pacific Regions, including Québec Central Railway) and Brotherhood of Locomotive Engineers (mediation assistance provided by Bernard Wilson) (LG, June, p. 396).

Canadian National Railways (Atlantic, St. Lawrence and Great Lakes, Prairies and Mountain Regions) and Brotherhood of Locomotive Engineers (mediation assistance provided by Bernard Wilson) (LG, June, p. 396).

Canadian Broadcasting Corporation and Canadian Wire Service Guild, Local 213 (mediation assistance provided by R. Nat Gray and K. Hulse) (LG, June, p. 396).

Certification

The Canada Labour Relations Board met for three days during April. It granted two applications for certification and allowed the withdrawal of five. During the month the Board received eight applications for certification and two applications for revocation of certification.

Applications for certification granted

National Association of Broadcast Employees and Technicians on behalf of a unit of employees of The Sudbury Broadcasting Company Limited, Sudbury, Ont., employed at radio stations CHNO and CFBR (LG, Jan., p. 50).

International Association of Machinists and Aerospace Workers on behalf of a unit of commissary agents employed by Eastern Provincial Airways (1963) Limited, Gander, Nfld. (LG, June, p. 399). The application was granted by way of amending an existing certificate to include the employees affected (LG 1963, p. 1109).

Applications for certification withdrawn

Seafarers' International Union of Canada, applicant, Agence Maritime Inc., Québec, Qué., respondent, and International Union of District 50, United Mine Workers of America, intervener (LG 1966, p. 236).

Canadian Telecommunications Union, Division No. 43, United Telegraph Workers, applicant, and Canadian National Railways—Telecommunications Department, Toronto, Ont., respondent (LG, Dec. 1970, p. 881).

Canadian Union of Public Employees, applicant, and The Sudbury Airport Commission, Sudbury, Ont., respondent (LG, June, p. 399).

Teamsters, Chauffeurs, Warehousemen, Helper
Miscellaneous Workers, Local 76, International
erhood of Teamsters, Chauffeurs, Warehouseme
Helpers of America, applicant, and Atlantic Autor
Transport Limited, Moncton, N.B., respondent
June, p. 399).

Brotherhood of Railway, Airline and Steamship C
Freight Handlers, Express and Station Employee
plicant, and Western Terminals Limited, Cornerb
Nfld., respondent (LG, May, p. 329).

Applications for certification received

General Truck Drivers and Helpers Union, Loc
International Brotherhood of Teamsters, Chaul
Warehousemen and Helpers of America, on beh
a unit of employees of Hill Security Ltd., North
couver, B.C. (Investigating Officer: G. W. Rogers)

National Association of Broadcast Employees
Technicians on behalf of a unit of employees
Compagnie de Radiodiffusion de Matane Ltée, M
Qué. employed at "La Voix Gaspésienne" (Investig
Officer: G. A. Plante).

Teamsters, Chauffeurs, Warehousemen and He
Local 91, International Brotherhood of Team
Chauffeurs, Warehousemen and Helpers of Americ
behalf of a unit of drivers employed by Queer
Tank Lines Limited, Chesterville, Ont. (Investig
Officer: A. F. Tulloch).

International Brotherhood of Pulp, Sulphite and
Mill Workers, Laverlochère Local 648, on behalf
unit of employees employed on tug boats and s
gangs by Canadian International Paper Com
(Noranda Woods Division) and The Upper Ot
Improvement Company, Témiscaming, Qué. (In
gating Officer: J. Coallier).

Canadian Union of Public Employees on behalf
unit of employees of The Sudbury Airport Commis
Sudbury, Ont. (Investigating Officer: A. F. Tulloch

International Union of Operating Engineers, Local 5
on behalf of a unit of garage employees employe
Burnaby, B.C., by H. M. Trimble & Sons Ltd., Cal
Alta. (Investigating Officer: A. A. Franklin).

tional Union of Operating Engineers, Local 115, alf of a unit of operators of heavy construction ent employed by Yukon Construction Company l, Whitehorse, Y.T. (Investigating Officer: G. W.).

ers, Chauffeurs, Warehousemen, Helpers and aneous Workers, Local 76, International Broth- of Teamsters, Chauffeurs, Warehousemen and s of America, on behalf of a unit of drivers em- by Atlantic Automobile Transport Limited, on, N.B. (Investigating Officer: R. J. L. Kervin).

iations for revocation received

. Molyneaux, et al., applicants, British Overseas s Corporation, Montreal, Qué., respondent em- and International Union, United Automobile, t and Agricultural Implement Workers of America (now International Union, United Automobile, Aerospace and Agricultural Implement Workers of America), respondent union. The application seeks revocation of the Board's Order of June 12, 1959, certifying the respondent union as the bargaining agent of a unit of employees of the company employed in the metropolitan district of Toronto, Ont. (LG 1959, p. 829).

R. J. McIntosh, et al., applicants, British Overseas Airways Corporation, Montreal, Qué., respondent employer, and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (now International Union, United Automobile, Aerospace and Agricultural Implement Workers of America), respondent union. The application seeks revocation of the Board's Order of July 26, 1962, certifying the respondent union as the bargaining agent of a unit of employees of the company employed at Toronto International Airport, Malton, Ont. (LG 1962, p. 1031).

ilway arbitration

ases were heard by the Canadian Railway Office bitration on March 9, 1971. Grievances were dis- l in three cases and allowed in one.

No. 267. Dispute between the Pacific Great Eastern ay and the United Transportation Union over demarks assessed for insubordination:

ig his shift, a yard foreman was told to move some rom one yard to another. He refused to do so ut a caboose. After a hearing, he was assessed 40 it marks.

The foremen thought it would not be safe to work without a caboose and said the collective agreement entitled his crew to a caboose. The arbitrator said there was no greater safety risk than usual but pointed out that the agreement called for the use of a caboose.

The caboose used by the yard crews had been damaged several weeks before and the grievor had made requests that another be provided. On the day in question, he again requested a caboose. The arbitrator concluded that the company violated the agreement by not providing a caboose, especially since the grievor had complained several times about the lack of a caboose. He allowed the grievance and directed that the 40 demerit marks be removed from the yardman's record.

Case No. 268. Dispute between the Pacific Great Eastern Railway and the United Transportation Union over dismissal of a yard foreman for violation of the rule against the use of intoxicants.

The yard foreman was held out of duty for violating a rule that forbids the "use of intoxicants or narcotics by employees subject to duty . . ." After a hearing, he was dismissed from the service. The union requested his reinstatement; the company declined.

At the arbitration hearing it was said that the foreman reported for duty on time after having been awakened by the station agent. Evidence by the agent and the division superintendent was not contradicted at a hearing of the case. And the yardmen's register of the day showed that the foreman had signed twice, once using one date and the second time another date, in a script difficult to decipher.

The superintendent said that he went to the bunkhouse where he found the grievor in bed, "bleary eyed and not too sure of himself." There was a strong smell of "stale alcohol" and the foreman made no effort to get up. The arbitrator said that the grievor gave no explanation of his conduct and therefore dismissed the grievance.

Case No. 269. Dispute between the Pacific Great Eastern Railway and the United Transportation Union over dismissal of a yard helper for sleeping on duty and violation of the rule against intoxication.

The yard helper was held out of service after l not report for duty at the required time and g his reason that he slept in. The company said t was under the influence of alcohol at the time. a hearing, he was dismissed. In his award, the arb said a hearing was held but that "the grievor g substantial answer at all to the statements against him, and evaded the opportunity to gi explanation, which was obviously called for, of tions." He dismissed the grievance.

Case No. 270. Dispute between the CNR and the erhood of Locomotive Engineers over discipline as to an engineer.

The engineer was suspended from service for months after a near head-on collision. After cl another train, the engineer moved his train dow main line toward an oncoming train. A head-on co was avoided by employees other than those on his The engineer claimed that there was no signal to He received a hand signal from the head-end brak who was stationed on the caboose steps two cars and proceeded. The arbitrator said that the posit the brakeman was a violation of the rules and this was enough reason to discipline the engineer.

The company relied on a pen graph, an electron corder, for its case. And there was no challenge accuracy of the pen graph. The graph indicated the engineer moved his train after the signal indi that his train should stop. The arbitrator accepte evidence and dismissed the grievance.

blications
he library

o. 268

ublications listed below are recent acquisitions. ay be borrowed through a local library (business, ity or public) or directly if there is no local . Please indicate the publication number and the listed, when requesting loans.

phies

o. 1—Cormier, Frank. Reuther, by Frank Cormier illiam J. Eaton. Englewood Cliffs, N.J., Prentice-1970. vii, 475 p.

o. 2—Smith, Gibbs M. Joe Hill, Salt Lake City, rsity of Utah Press, c1969. viii, 286 p.

iess

o. 3—Ontario. Taxation and Fiscal Policy Branch. form and small business. Toronto, 1970. 45 p.

o. 4—U.S. Small Business Administration. Starting anaging a small retail music store, by Ray S. rison. Washington, GPO, 1970. 81 p.

Service

o. 5—White, Walter Le Roy. Policy, politics, and Treasury Board in Canadian Government, by W.L. t and J.C. Strick. Don Mills, Science Research ates (Canada) Limited, 1970. 157 p.

Economic conditions

■ **No. 6—Parent, Jean.** Le modèle suédois. Paris, Calmann-Lévy, c1970. 308 p.

■ **No. 7—Stykolt, Stefan.** Efficiency in the open economy; collected writings on Canadian economic problems and policies. Edited with an introduction by Anthony Scott & James D. Rae. Toronto, Oxford University Press, 1969. xi, 216 p.

Employment management

■ **No. 8—Odiorne, George Stanley.** Training by objectives; an economic approach to management training. New York, Macmillan, 1970. x, 354 p.

■ **No. 9—U.S. Bureau of Labor Standards.** Teach them to lift. Rev. ed. Washington, GPO, 1970. 31 p.

■ **No. 10—U.S. Department of Labor. Manpower Administration.** A handbook for job restructuring. Washington, GPO, 1970. vii, 46 p.

Industrial psychology

■ **No. 11—Lofquist, Lloyd H.** Adjustment to work; a psychological view of man's problems in a work-oriented society, by Lloyd H. Lofquist and René V. Dawis. New York, Appleton-Century-Crofts, Educational Division, 1969. ix, 189 p.

■ **No. 12—Patchen, Martin.** Participation, achievement, and involvement on the job. Englewood Cliffs, N.J., Prentice-Hall, 1970. xvi, 285 p. This book reports the results of a study conducted by the Survey Research Center of the University of Michigan in parts of the Tennessee Valley Authority.

Industrial relations

■ **No. 13—Clegg, Hugh Armstrong.** The system of industrial relations in Great Britain. Oxford, Basil Blackwell, 1970. x, 484 p.

■ **No. 14—Derber, Milton.** The American idea of industrial democracy, 1865-1965. Urbana, University of Illinois Press, 1970. xv, 553 p.

■ **No. 15—Flood, Maxwell.** Wildcat strike in Lake City. Ottawa [Information Canada] 1968 [i.e. 1970] 146 p.

■ **No. 16—Gottschalk, Andrew W.** Productivity bargaining; a case study and simulation exercise, by A.W. Gottschalk and B. Towers. Nottingham, Eng., Department of Adult Education, University of Nottingham, 1969. 3 pts. Contents: pt.1. The company background to the negotiations. pt.2. The management. pt.3. The trade unions.

Industry

■ **No. 17—George, Roy Edwin.** A leader and a laggard; manufacturing industry in Nova Scotia, Quebec and Ontario. Toronto, University of Toronto Press, 1970. 220 p.

■ **No. 18—National Industrial Conference Board.** Statistical games and the "200 largest" industrials: 1954 and 1968, by Betty Bock and Jack Farkas. New York, 1970. 77 p.

■ **No. 19—Rae, John Bell.** Climb to greatnes American aircraft industry, 1920-1960. Camb Mass., MIT Press, 1968. xii, 280.

Labour laws and legislation

■ **No. 20—Labour relations Law Casebook Grou** bour relations law; cases, materials, and comme Kingston, Ont., Queen's University, Industrial Rel Centre, 1970. xxxi, 585 p.

■ **No. 21—Valticos, Nicolas.** Droit internation travail. Paris, Dalloz, 1970. vi. 638 p.

Labour organization

■ **No. 22—Hopkins, George Emil.** The Air Line Association (AFL-CIO): a study in elite unionism Arbor, Mich., University Microfilms, 1970. vii. Thesis (Ph.D.)—University of Texas at Austin, 19

■ **No. 23—Krasucki, Henri.** Syndicats et lut classes. Préface de Georges Séguy. Paris, Editio ciales, 1969. 127 p.

Labour supply

■ **No. 24—Gallaway, Lowell Eugene.** Geog labor mobility in the United States 1957 to 1960 shington, GPO, 1969. v, 329 p.

■ **No. 25—Pencavel, John Harold.** An analysis quit rate in American manufacturing industry. Arbor, Mich., University Microfilms, 1970. 117 p. (Ph.D.)—Princeton University, 1969. A revised v of this thesis was issued by Princeton University trial Relations Section in 1970 as its Research no. 114.

■ **No. 26—Ruttenberg, Stanley H.** Manpower lenge of the 1970's: institutions and social chan Stanley H. Ruttenberg, assisted by Jocelyn Gut Baltimore, Johns Hopkins Press, 1970. viii, 126 p.

ring classes

o. 27—Bolle de Bal, Marcel. Problèmes de socio-lu travail. Bruxelles, Editions de l'Institut de So-e, Université Libre de Bruxelles, 1969. 307 p.

o. 28—Epstein, Melech. Jewish labor in U.S.A.; ustrial, political and cultural history of the Jewish novement. With a new pref. by the author [New Ktav Pub. House, 1969. 2v. in 1. Contents: [1] 941. [2] 1914-1952.

o. 29—Québec (Province). Bureau de la statistique. ions de travail au Québec pour des activités niques choisies 1968. Québec, 1970. 96 p.

closing

o. 30—Portis, Bernard. The effect of advance no-a plant shutdown: a study of the closing of the ator plant in London, Ontario, by B. Portis and G. Suys. London, Ont., School of Business Ad-ration, University of Western Ontario, 1970. 43 ancial assistance for this study was provided by esearch Branch of the Ontario Department of r and by the Labour Department-University Re-Committee.

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o. 31—Kelly, Laurence Alexander. Unemployment nce in the 70s: a look at the White paper. King-nt., Industrial Relations Centre, Queen's Univer-70. 301-309 p. Queen's University Industrial Re-Centre Reprint series, no. 14. Reprinted from ugust 1970 issue of the Canadian Tax Journal.

o. 32—Schnitzer, Martin Colby. Regional unem-nt and the relocation of workers; the experience tern Europe, Canada and the United States. New Praeger Publishers, 1970. xiii, 253 p.

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o. 33—McConnell, Campbell Robertson, comp. ctives on wage determination; a book of readings. ork, McGraw-Hill, c1970. x, 324 p.

Wage policies

■ **No. 34—Industrial Council for Social and Economic Studies.** On incomes policy; papers and proceedings from a conference in honour of Erik Lundberg. Stockholm, 1969. 275 p.

■ **No. 35—Paish, Frank Walter.** Rise and fall of incomes policy. London, Institute of Economic Affairs, 1969. 64 p.

Women—legal status, laws, etc.

■ **No. 36—Holter, Harriet.** Sex roles and social structure. Oslo, Universitetsforlaget, 1970. 298 p.

■ **No. 37—Sex roles in changing society.** Edited by Georgene H. Seward and Robert C. Williamson. New York, Random House, 1970. xii, 419 p.

Miscellaneous

■ **No. 38—Chandler, Lester Vernon.** America's greatest depression, 1929-1941. New York, Harper & Row, 1970. vii, 260 p.

■ **No. 39—Doctors, Samuel I.** The role of Federal agencies in technology transfer. Cambridge, Mass., MIT Press, 1969. xxvi, 230 p.

■ **No. 40—Kahn, Alfred Joseph.** Studies in social policy and planning. New York, Russell Sage Foundation, 1969. x, 326 p.

■ **No. 41—Perroux, François.** Industrie et création collective. 1. éd. Paris, Presses universitaires de France, 1964-1970. 2v. Contents: t.1. Saint-Simonisme du XX. siècle et création collective. t.2. Images de l'homme nouveau et techniques collectives.

■ **No. 42—U.S. President's Commission on Income Maintenance Programs.** Technical studies. Washington, GPO, 1970. vii, 316 p.

Statistics Section

Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month
		(in thousands)	
TOTAL CIVILIAN LABOUR FORCE*			
Week ended March 20, 1971		8,336	− 0.2
Employed		7,686	+ 0.1
Agriculture		436	+ 3.3
Non-agriculture		7,250	− 0.1
Paid workers		6,686	− 0.4
At work 35 hours or more		6,126	+ 0.7
At work less than 35 hours		1,293	− 0.3
Employed but not at work		267	−10.4
Unemployed		650	− 3.7
Atlantic		70	− 1.4
Quebec		236	− 3.3
Ontario		192	− 7.2
Prairie		79	+ 2.6
British Columbia		73	− 3.9
Without work and seeking work		613	− 3.3
On temporary layoff up to 30 days		37	− 9.8
INDUSTRIAL EMPLOYMENT (1961 = 100)†	February		(data unavailable at press time)
Manufacturing employment (1961 = 100)†	February		(data unavailable at press time)
IMMIGRATION	1st 9 mos. 1970	113,323	—
Destined to the labour force	1st 9 mos. 1970	60,022	—
STRIKES AND LOCKOUTS			
Strikes and lockouts	April	82	+13.9
No. of workers involved	April	22,430	−50.4
Duration in man days	April	154,280	−35.6
EARNINGS AND INCOME			
Average weekly wages and salaries (ind. comp.)†	February		(data unavailable at press time)
Average hourly earnings (mfg.)†	February		(data unavailable at press time)
Average weekly hours paid†	February		(data unavailable at press time)
Average weekly wages (mfg.)†	February		(data unavailable at press time)
Consumer price index (1961 = 100)	March	131.3	+ 0.3
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	January		(data unavailable at press time)
Total labour income (Millions of dollars)†	February	3,989.2	+ 1.9
INDUSTRIAL PRODUCTION†			
Total (average 1961 = 100)	March	172.1	− 0.2
Manufacturing	March	167.8	− 0.3
Durables	March	90.2	− 0.7
Non-durables	March	150.2	+ 0.1
NEW RESIDENTIAL CONSTRUCTION**			
Starts	March	9,204	+33.4
Completions	March	11,132	+29.1
Under construction	March	117,960	− 1.7

* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of the Dominion Bureau of Statistics, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
† Advance data.
‡ Preliminary.
** Centres of 10,000 population or more.

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A-3—Labour Force

abour Income

C-7—Employment, Hours and Earnings

E-4—Unemployment Insurance

l F-2—Prices

G-4—Strikes and Lockouts

ployment Injuries

Labour Force

A-1—Regional Distribution, Week Ended March 20, 1971

	Canada	Atlantic	Québec	Ontario	Prairies	B.C.
			(in thousands)			
ABOUR FORCE	8,336	642	2,330	3,145	1,341	878
n	5,605	446	1,585	2,062	917	595
omen	2,731	196	745	1,083	424	283
19 years	753	59	215	252	153	75
24 years	1,269	131	398	419	200	121
44 years	3,632	243	1,034	1,424	534	397
64 years	2,493	195	641	973	418	265
6 years and over	189	14	42	76	36	21
OYED	7,686	572	2,094	2,953	1,262	805
n	5,091	385	1,391	1,921	854	540
omen	2,595	187	703	1,032	408	265
riculture	436	22	83	115	200	17
n-agriculture	7,250	550	2,011	2,838	1,062	788
d Workers	6,686	503	1,844	2,654	970	714
n	4,303	332	1,206	1,682	610	473
omen	2,383	171	638	973	361	241
PLOYED	650	70	236	192	79	73
n	514	61	194	141	63	55
omen	136	*	42	51	16	18
SNS NOT IN LABOUR FORCE	6,947	755	2,011	2,377	1,105	699
n	1,966	246	554	663	314	189
omen	4,981	509	1,457	1,714	791	510

ssnan 10,000. Source: Labour Force Survey, DBS.

Table A-2—Age, Sex and Marital Status, Week Ended March 20, 1971

	Total	14-19 Years All Persons	20-64 Years Men Married	20-64 Years Men Other	20-64 Years Women Married	20-64 Years Women Other	6 ar
			(in thousands)				
POPULATION 14 YEARS OF AGE AND OVER*	15,283	2,532	4,277	1,270	4,424	1,183	
LABOUR FORCE	8,336	753	4,045	995	1,552	803	
Employed	7,686	633	3,779	839	1,491	765	
Unemployed	650	121	266	155	61	38	
NOT IN LABOUR FORCE	6,947	1,779	232	276	2,872	380	
PARTICIPATION RATE†							
1971—March 20	54.5	29.7	94.6	78.3	35.1	67.9	
February 20	54.8	30.9	94.7	78.6	34.9	68.6	
UNEMPLOYMENT RATE‡							
1971—March 20	7.8	16.1	6.6	15.6	3.9	4.7	
February 20	8.1	16.7	6.6	16.0	4.4	5.3	

* Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Terr
† The labour force as a percentage of the population of 14 years of age and over.
‡ The unemployed as a percentage of the labour force.
**Less then 10,000 unemployed.
Source: Labour Force Survey, DBS.

Table A-3—Unemployed, Week Ended March 20, 1971

	March 1971	February 1971
	(in thousands)	
TOTAL UNEMPLOYED	650	675
On temporary layoff up to 30 days	37	41
Without work and seeking work	613	634
Seeking:		
Full-time work	589	614
Part-time work	24	20
Under 1 month	96	96
1-3 months	209	275
4-6 months	182	146
More than 6 months	126	117

Source: Labour Force Survey, DBS.

Labour Income

B-1—Estimates of Labour Income, by Industry‡‡

d Month	Mining	Manufacturing	Transportation Communication and Public Utilities**	Forestry	Construction	Trade	Finance, Services (including Government)	Supplementary Labour Income	Totals††
				Monthly Totals (millions of dollars)					
Total	765	8,898	3,402	423	2,660	4,037	9,708	1,688	31,907
Total	846	9,517	3,830	453	2,771	4,402	11,266	1,835	35,275
Total	919	10,167	4,106	434	2,855	4,847	12,755	2,035	38,493
Total	959	11,258	4,575	468	3,112	5,482	14,734	2,234	43,203
Total	1,127	11,833	4,925	468	3,410	5,990	16,412	2,430	47,043
February	90.3	966.1	382.8	38.9	245.4	478.1	1,310.4	197.3	3,729.5
March	92.3	973.0	386.7	33.5	245.5	483.7	1,318.2	206.4	3,758.9
April	89.6	975.0	393.4	29.4	252.7	489.7	1,329.1	204.6	3,790.0
May	92.3	988.0	406.5	32.5	254.4	494.4	1,352.2	211.2	3,865.4
June	94.7	1,013.9	415.5	38.2	296.3	507.2	1,381.2	207.9	3,994.8
July	95.6	990.2	420.6	42.9	298.3	501.3	1,381.1	208.8	3,992.4
August	96.8	1,010.3	424.6	44.6	328.1	494.3	1,382.6	209.1	4,043.2
September	95.8	1,011.1	425.0	45.8	333.7	503.8	1,394.9	205.4	4,060.6
October	97.0	1,006.5	427.6	45.6	332.5	510.5	1,409.7	205.4	4,063.1
November	96.6	999.6	436.9	42.1	307.0	519.8	1,420.2	213.4	4,064.3
December†	95.3	982.6	425.5	32.8	253.3	528.1	1,433.6	194.8	3,970.6
January†	96.5	996.6	411.9	32.6	243.4	502.0	1,425.0	184.4	3,913.7
February‡	95.9	1,015.7	410.6	33.1	247.7	502.3	1,438.7	224.1	3,989.2
onally Adjusted									
Total	765	8,898	3,402	423	2,660	4,037	9,708	1,688	31,907
Total	846	9,517	3,830	453	2,771	4,402	11,266	1,835	35,275
Total	919	10,167	4,106	434	2,855	4,847	12,755	2,035	38,493
Total	959	11,258	4,575	468	3,112	5,482	14,734	2,234	43,203
Total	1,127	11,833	4,925	468	3,410	5,990	16,412	2,430	47,043
February	89.5	981.4	400.2	43.4	292.2	491.5	1,323.0	199.3	3,853.1
March	91.1	980.9	401.9	44.2	287.3	494.8	1,323.8	200.1	3,856.7
April	92.0	981.9	406.9	44.4	273.8	495.0	1,340.0	200.1	3,866.7
May	92.7	981.8	406.2	34.7	263.7	493.7	1,344.3	199.5	3,849.4
June	92.9	998.9	405.8	34.1	271.2	496.3	1,361.3	201.2	3,894.6
July	94.1	991.0	407.6	35.5	265.1	494.0	1,383.2	201.1	3,904.3
August	95.8	1,000.6	408.6	36.6	283.7	494.8	1,382.1	203.5	3,939.5
September	96.4	989.5	413.6	36.9	289.6	503.6	1,392.1	204.6	3,959.9
October	97.7	993.3	422.1	38.4	298.5	507.9	1,405.3	207.4	4,004.6
November	96.8	993.9	432.7	37.4	293.6	510.7	1,415.4	207.0	4,021.7
December†	96.9	1,004.2	428.3	36.2	293.7	518.6	1,435.9	208.9	4,056.4
January†	97.2	1,017.1	425.5	36.9	290.1	513.4	1,439.9	211.9	4,067.2
February‡	95.1	1,032.9	429.2	37.6	295.3	516.3	1,456.3	214.3	4,111.2

ed. † Preliminary. ‡ Advance.

udes post office wages and salaries. †† Figures in this column are for total labour income, Canada, but are not totals of the figures in the ng columns of this table, which do not show labour income in Agriculture, Fishing and Trapping. ‡‡ Revised estimates are based 1960 standard industrial classification.

Monthly figures may not add to annual totals because of rounding.

Estimates of Labour Income (DBS Cat. No. 72-005).

C—Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at Dec 1970 employers in the principal non-agricultural industries reported a total employment of 3,709,178. Table C-3 gives estimates employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 o persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of h work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the re firms.

Table C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	Industrial Composite‡ Index Numbers (1961 = 100)			Manufacturing Index Numbers (1961 = 100)		
	Employment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employment	Average Weekly Wages and Salaries	A
AVERAGE			$			
1965	114.3	116.3	91.01	117.2	116.2	
1966	120.7	123.1	96.34	123.5	122.8	
1967	122.6	131.4	102.83	123.1	130.6	
1968	122.7	140.4	109.88	122.1	140.3	
1969	126.9	150.3	117.63	125.2	150.7	
1969—December	126.5	149.4	116.89	123.3	150.2	
1970—January	124.4	157.3	123.08	122.5	158.5	
February	124.3	158.7	124.14	122.6	159.6	
March	124.2	158.2	123.79	122.6	159.5	
April	124.5	160.4	125.53	122.3	161.2	
May	126.7	161.0	126.07	122.8	162.3	
June	129.6	162.5	127.17	125.5	163.3	
July	128.6	162.3	127.02	122.1	161.7	
August	130.9	163.7	128.11	126.4	163.2	
September	129.6	164.8	128.94	123.7	164.3	
October	129.0	166.4	130.22	122.5	166.4	
November*	127.7	166.0	129.84	120.7	167.2	
December†	125.1	162.9	127.42	119.6	165.7	

*Revised. † Preliminary.
‡ Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; f insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).
Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

e C-2—Area Summary of Employment and Average Weekly Wages and Salaries

	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Dec. 1970	Nov. 1970	Dec. 1969	Dec. 1970	Nov. 1970	Dec. 1969
	(1961 = 100)					
ON AND PROVINCE						
ic Region	114.0	121.0	115.4	107.96	109.37	97.80
ewfoundland	113.4	125.8	113.5	120.36	120.16	107.15
rince Edward Island	131.4	141.7	126.1	83.06	83.52	79.77
ova Scotia	111.4	116.4	115.5	103.61	107.51	94.14
ew Brunswick	116.0	121.7	115.4	107.66	106.99	98.00
c	116.7	120.3	117.9	123.28	125.84	113.14
o	130.9	131.8	131.8	131.59	134.30	120.43
Region	122.6	125.3	125.5	121.88	124.00	112.26
lanitoba	114.9	117.8	117.0	116.73	117.61	105.86
askatchewan	112.3	114.0	114.7	115.24	116.23	108.99
lberta	133.4	136.3	137.2	127.91	131.32	117.99
Columbia	137.4	141.0	139.6	139.40	142.08	129.42
ADA	125.1	127.7	126.5	127.42	129.84	116.89
AN AREAS						
t. John's	132.7	139.4	132.5	98.20	102.30	90.96
alifax	119.9	122.5	125.8	105.75	108.12	96.03
ydney	89.8	91.6	91.5	113.03	116.14	102.19
loncton	139.9	146.8	135.8	98.82	97.97	95.10
aint John	113.2	115.1	114.8	106.81	110.11	93.61
hicoutimi	114.1	115.4	111.2	148.41	143.34	138.94
lontreal	119.4	121.7	120.1	125.61	128.42	114.52
uébec	123.0	127.8	118.3	111.09	112.91	100.30
hawinigan	97.6	97.7	92.8	134.99	130.32	121.19
herbrooke	110.1	112.8	116.1	110.28	110.91	97.19
rois-Rivières	110.5	113.1	115.4	119.50	122.69	108.47
ttawa-Hull	140.6	143.5	139.4	119.54	122.95	110.21
elleville	125.4	127.4	126.3	110.54	113.74	100.49
rampton	298.8	256.0	287.5	126.03	133.49	118.46
rantford	125.6	128.6	133.8	118.02	120.12	108.65
hunder Bay	128.3	132.1	124.4	127.92	130.54	115.16
uelph	137.9	138.6	143.8	120.18	125.70	109.80
lamilton	124.5	124.8	123.2	137.13	137.95	125.48
ingston	121.2	123.3	127.0	121.90	123.53	120.36
itchener	152.5	154.6	156.1	113.44	118.02	106.65
ondon	123.0	124.8	124.5	120.21	121.84	111.83
liagara Falls	112.9	117.4	103.7	128.16	126.16	118.59
shawa	135.9	86.4	142.7	154.03	140.89	125.32
eterborough	142.4	143.0	142.2	132.26	135.67	123.17
arnia	129.1	131.0	141.3	160.43	162.82	149.12
ault Ste. Marie	126.1	127.4	113.2	157.49	154.85	139.89
udbury	134.1	136.7	124.9	161.14	166.57	149.92
t. Catharines	138.7	112.8	144.6	147.95	132.64	124.52
immins	70.8	71.3	71.1	117.82	120.62	105.95
oronto	134.3	137.2	134.9	133.60	136.98	121.77
Velland	110.5	115.9	109.4	148.60	154.26	133.90
Vindsor	152.8	151.0	153.2	139.00	152.02	123.60
Vinnipeg	118.9	121.8	121.5	109.52	110.30	99.78
egina	119.8	119.7	120.5	109.61	112.71	103.71
askatoon	128.8	133.9	134.8	108.66	107.92	103.24
algary	143.4	146.2	148.2	127.54	130.09	116.85
dmonton	139.1	142.5	145.7	120.72	122.84	110.94
ancouver	140.9	142.3	143.5	136.00	137.50	125.79
ictoria	130.0	129.0	136.6	119.66	118.34	113.50

ast figures subject to revision. Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-3—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing		Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Community, Business and Personal Services		Public Administration and Defence††
			Non durables	Durables					Non commercial Sector‡	Commercial Sector**	
Canada						(in thousands)					
January 1971*	—	127.2	866.8	796.2	364.4	—	1,096.8	308.5	1,222.7	715.2	449.2
December 1970*	57.0	128.9	871.9	792.5	359.9	691.4	1,090.3	308.2	1,209.3	718.0	452.0
January 1970†	60.1	123.4	851.6	807.1	329.7	647.4	1,073.7	305.4	1,169.5	684.1	428.8
NEWFOUNDLAND											
December 1970*	1.1	5.8	9.4	1.8	5.8	14.7	19.2	2.2	22.4	7.9	8.4
November 1970*	2.3	5.9	10.5	2.1	8.4	15.5	19.5	2.2	21.4	9.0	8.5
December 1969†	1.8	5.7	9.3	1.5	6.6	15.7	17.6	2.4	20.7	7.6	7.8
PRINCE EDWARD ISLAND											
December 1970*	—	—	2.2	0.3	1.2	2.9	5.2	0.6	6.3	2.0	2.5
November 1970*	0.1	—	2.4	0.4	1.7	3.2	5.4	0.6	6.3	1.8	2.5
December 1969†	—	—	1.9	0.4	1.5	3.5	4.3	0.6	5.0	1.4	2.3
NOVA SCOTIA											
December 1970*	2.1	5.5	17.2	12.9	11.2	20.7	36.6	7.5	48.5	15.8	20.8
November 1970*	2.9	5.6	17.9	13.8	15.3	20.8	36.5	7.3	47.1	17.8	20.6
December 1969†	1.9	5.8	18.0	13.4	14.1	21.5	34.7	7.1	44.1	14.6	20.5
NEW BRUNSWICK											
December 1970*	4.5	2.3	16.3	9.4	9.5	22.5	29.4	4.7	34.8	11.3	12.1
November 1970*	5.9	2.3	18.1	9.8	11.0	22.8	30.4	4.6	35.7	11.9	12.1
December 1969†	5.5	2.2	15.5	9.9	10.1	21.8	27.8	4.7	35.8	10.9	12.0
QUÉBEC											
December 1970*	15.0	23.9	314.4	186.5	70.0	185.9	271.8	87.0	341.4	169.8	105.5
November 1970*	19.7	24.8	324.5	194.9	91.0	186.6	273.9	87.0	339.1	177.5	105.2
December 1969†	18.9	25.0	318.1	197.9	73.5	176.9	274.0	85.5	321.5	169.6	92.4
ONTARIO											
December 1970*	9.4	35.0	363.6	445.4	130.7	219.8	452.9	131.4	458.9	282.4	174.3
November 1970*	10.1	36.0	373.4	429.9	156.2	222.1	461.8	130.8	458.1	297.6	173.5
December 1969†	11.0	33.7	369.9	462.2	138.0	214.9	453.4	132.4	431.1	277.3	173.5
MANITOBA											
December 1970*	0.6	7.5	27.4	19.4	14.2	45.1	58.9	13.1	54.0	33.3	19.8
November 1970*	0.7	7.7	28.3	20.1	16.0	45.6	60.2	13.1	53.6	34.6	19.2
December 1969†	0.8	7.5	27.4	21.3	13.6	44.8	58.2	13.6	53.8	32.0	19.9
SASKATCHEWAN											
December 1970*	0.7	5.8	9.6	4.5	7.3	25.3	38.4	7.8	49.7	18.9	17.9
November 1970*	0.7	5.8	10.0	4.6	10.2	25.3	37.4	8.0	48.5	18.9	18.9
December 1969†	0.6	5.7	9.6	5.0	9.8	24.8	40.1	8.2	48.1	19.4	18.8
ALBERTA											
December 1970*	1.9	24.8	26.9	24.4	31.8	53.8	87.0	19.4	100.5	58.6	34.7
November 1970*	1.9	23.9	28.1	24.6	36.8	53.2	86.5	19.7	100.6	59.9	34.9
December 1969†	1.8	23.6	26.9	27.4	35.8	50.8	90.1	19.8	98.9	57.6	32.4
BRITISH COLUMBIA											
December 1970*	17.1	11.2	51.6	73.4	30.2	84.8	119.1	31.4	113.4	82.8	39.9
November 1970*	20.4	11.5	53.2	76.0	36.4	86.3	120.1	31.7	111.6	85.4	39.8
December 1969†	18.0	10.8	51.2	77.6	37.4	81.5	122.6	30.9	104.9	82.0	40.3

* Preliminary. † Revised. ‡ Refers to employment in hospitals and education and related services, welfare and religious organiz and private households. ** Includes health services (except hospitals); motion picture and recreational services; services to busines nagement; personal services (except domestic service) and miscellaneous services. †† Excludes non-civilian employees.

BASIS: 1960 Standard Industrial Classification.

SOURCE: Estimates of Employees by Province and Industry (DBS Cat. No. 72-008).

C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

...es	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Dec. 1970	Nov. 1970	Dec. 1969	Dec. 1970	Nov. 1970	Dec. 1969
		(1961 = 100)		$	$	$
G, INCLUDING MILLING	113.7	114.6	111.2	168.55	171.68	153.28
tals	105.6	106.8	103.1	169.88	173.40	154.24
neral fuels	108.4	108.2	101.5	179.10	181.48	166.56
n-metals except fuels	132.6	134.7	130.3	153.27	152.14	142.97
arries and sand pits	91.1	104.5	96.8	126.94	143.41	115.94
vices incidental to mining	160.4	155.1	170.5	172.52	176.52	151.57
FACTURING	119.6	120.7	123.3	135.13	136.37	122.47
rable goods	129.9	128.4	136.5	144.90	147.34	129.80
n-durable goods	111.3	114.5	112.6	125.90	126.41	115.26
od and beverages	101.5	108.9	101.4	122.53	120.21	112.42
Foods	100.3	108.3	100.1	118.12	115.60	108.50
Beverages	109.5	112.5	109.2	148.03	148.23	135.10
bacco processing and products	101.4	104.6	106.3	136.90	143.18	117.76
bber products	106.9	110.5	116.0	132.69	141.18	129.59
ather products	89.5	91.2	91.4	82.77	90.05	74.28
xtile products	113.7	112.3	117.5	109.95	112.37	99.18
itting mills	107.6	112.3	113.7	79.02	87.52	71.83
thing	106.0	108.2	105.2	75.91	83.11	68.21
od products	104.9	109.7	107.9	122.26	126.23	110.58
rniture and fixtures	123.7	128.0	134.1	105.65	112.16	93.60
per and allied industries	121.5	121.2	121.4	162.68	158.41	149.19
nting, publishing and allied industries	115.2	117.8	115.4	137.21	139.30	127.48
mary metal industries	127.8	129.2	128.1	166.54	163.11	150.86
tal fabricating industries	128.9	133.5	134.1	136.97	144.89	124.16
achinery, except electrical	147.2	147.3	155.1	155.54	158.73	140.96
ansportation equipment	142.1	124.5	157.0	158.37	158.53	133.98
ctrical products	140.8	137.4	148.7	136.09	139.98	126.31
n-metallic mineral products	111.6	116.0	114.3	142.21	148.31	129.79
troleum and coal products	103.2	103.5	103.0	199.03	196.49	184.94
emicals and chemical products	116.6	119.3	119.4	156.45	153.25	143.68
scellaneous manufacturing industries	148.2	152.7	152.5	114.92	117.95	103.92
TRUCTION	97.4	118.2	106.8	147.22	177.30	130.09
ilding	110.6	129.2	122.1	146.30	176.74	127.23
gineering	74.6	99.3	80.6	149.57	178.55	137.51
SPORTATION, COMMUNICATION AND THER UTILITIES	113.3	113.6	109.9	145.05	145.50	133.50
ansportation	105.4	107.3	104.7	143.20	143.08	127.78
rage	109.7	113.0	107.2	133.16	133.15	119.09
mmunication	133.4	128.6	121.3	139.36	138.45	132.82
E	144.9	144.8	145.8	102.01	100.63	94.97
holesale trade	130.8	133.7	131.6	129.57	129.77	120.38
tail trade	152.6	150.9	153.6	89.07	86.49	83.05
NCE, INSURANCE AND REAL ESTATE	143.6	144.0	141.9	123.71	122.65	115.95
nancial institutions	147.4	147.8	147.2	122.24	120.75	114.55
surance and real estate	138.4	138.9	134.8	125.83	125.39	118.00
CE	174.5	180.1	169.3	92.04	91.77	86.35
creational services	146.9	157.1	135.2	79.82	79.27	79.77
siness services	192.3	199.8	187.4	146.84	143.49	136.75
rsonal services	157.6	162.3	156.0	67.71	67.94	63.67
iscellaneous services	227.6	230.4	215.1	92.28	94.15	85.32
STRIAL COMPOSITE	125.1	127.7	126.5	127.42	129.84	116.89

c figures subject to revision.
nformation for other industries is given in Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly	
	Dec. 1970	Nov. 1970	Dec. 1969	Dec. 1970	Nov. 1970	Dec. 1969	Dec. 1970	Nov. 1970
				$	$	$	$	$
MINING, INCLUDING MILLING	40.1	41.6	39.9	3.83	3.83	3.51	153.47	159.32
Metals	40.0	40.9	40.2	3.93	3.98	3.61	157.11	163.05
Mineral fuels	41.6	43.6	40.8	3.52	3.56	3.19	146.73	155.25
Non-metals, except fuels	41.4	41.6	41.6	3.53	3.49	3.26	145.84	145.19
Quarries and sand pits	37.1	45.9	37.6	3.18	3.08	2.91	117.78	141.37
Services incidental to mining	38.4	41.9	36.6	4.21	4.01	3.81	161.71	167.93
MANUFACTURING	38.0	39.9	37.2	3.17	3.09	2.92	120.63	123.30
Durable goods	38.6	40.5	37.5	3.40	3.33	3.10	131.14	134.87
Non-durable goods	37.5	39.3	36.9	2.94	2.86	2.73	110.25	112.45
Food and beverages	37.9	38.7	37.4	2.89	2.79	2.65	109.52	107.73
Foods	37.9	38.5	37.1	2.79	2.68	2.57	105.53	103.21
Beverages	38.1	40.2	39.4	3.60	3.49	3.20	137.06	140.42
Tobacco processing and products	34.8	38.5	32.3	3.43	3.37	3.13	119.36	130.04
Rubber products	36.9	41.0	38.7	3.17	3.21	3.07	117.05	131.61
Leather products	34.4	39.2	32.7	2.12	2.08	1.98	72.96	81.77
Textile products	38.9	41.1	36.8	2.45	2.38	2.30	95.07	97.85
Miscellaneous textiles	35.9	38.9	32.5	2.68	2.32	2.39	96.15	90.42
Knitting mills	35.8	41.8	35.4	1.87	1.87	1.74	66.81	78.11
Clothing	31.6	36.4	30.6	2.07	2.04	1.93	65.33	74.12
Wood products	37.1	39.4	36.8	3.08	3.03	2.83	114.30	119.57
Furniture and fixtures	38.0	41.7	36.2	2.45	2.45	2.30	93.17	102.26
Paper and allied industries	41.5	40.7	41.6	3.70	3.65	3.39	153.50	148.78
Pulp and paper mills	42.9	41.0	43.1	4.02	3.96	3.68	172.31	162.48
Printing, publishing and allied industries	35.4	37.1	35.9	3.68	3.67	3.37	130.22	136.01
Primary metal industries	40.7	40.2	40.0	3.83	3.78	3.53	155.86	151.96
Iron and steel mills	41.9	39.8	39.6	4.01	3.99	3.74	167.99	158.70
Metal fabricating industries	37.8	40.7	37.3	3.27	3.36	3.02	123.61	136.77
Machinery, except electrical	39.7	41.1	38.6	3.53	3.53	3.25	140.39	144.83
Transportation equipment	38.2	40.3	34.6	3.81	3.57	3.36	145.88	143.91
Aircraft and parts	39.3	41.2	37.9	3.66	3.65	3.38	144.02	150.24
Motor vehicles	38.5	40.5	33.5	3.93	3.67	3.48	150.97	148.64
Assembling	37.3	41.5	31.5	4.17	4.06	3.81	155.57	168.36
Parts and accessories	40.3	39.8	35.1	3.81	3.49	3.31	153.64	139.15
Shipbuilding and repairing	36.4	38.6	34.3	3.71	3.56	3.28	135.31	137.68
Electrical products	37.8	39.9	38.7	2.97	2.97	2.77	112.23	118.56
Communications equipment	37.8	39.4	39.9	2.80	2.86	2.69	105.73	112.65
Non-metallic mineral products	39.4	42.4	39.5	3.32	3.32	3.04	130.95	140.68
Petroleum and coal products	42.6	42.1	42.7	4.33	4.30	4.04	184.79	180.99
Chemical and chemical products	40.4	40.4	40.0	3.40	3.32	3.11	137.58	134.15
Miscellaneous manufacturing industries	37.4	40.5	37.0	2.53	2.49	2.36	94.84	100.64
CONSTRUCTION	30.3	39.6	30.3	4.55	4.46	3.96	138.09	176.52
Building	29.7	38.2	28.8	4.62	4.62	4.10	137.26	176.63
General contractors	29.6	38.8	29.9	4.36	4.42	4.07	129.16	171.66
Special trade contractors	29.7	37.8	28.0	4.79	4.76	4.13	142.44	180.16
Engineering	32.1	42.5	34.3	4.26	4.14	3.62	136.75	176.27
Highways, bridges and streets	32.5	42.4	34.5	3.53	3.48	3.03	114.60	147.61
Other engineering	31.8	42.7	34.1	4.78	4.77	4.10	152.07	203.37
OTHER INDUSTRIES								
Urban transit	42.2	41.2	41.6	3.80	3.76	3.54	160.03	154.89
Highway and bridge maintenance	38.2	36.9	33.4	2.90	2.79	2.52	110.69	103.02
Laundries, cleaners and pressers	35.2	36.5	35.1	1.81	1.77	1.69	63.55	64.60
Hotels, restaurants and taverns	30.7	31.1	31.3	1.85	1.83	1.71	56.91	56.77

Latest figures subject to revision.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

ıd Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
e		$	$		
55	41.0	2.12	86.94	116.8	108.8
56	40.8	2.25	91.65	123.1	110.5
57	40.3	2.40	96.84	130.1	112.8
58	40.3	2.58	104.00	139.7	116.2
59	40.0	2.79	111.72	150.1	119.6
ıy Period in					
December	37.2	2.92	108.68	146.0	113.9
January	39.8	2.92	116.30	156.2	121.4
February	40.0	2.93	117.36	157.6	122.3
March	39.5	2.96	117.14	157.3	121.3
April	39.8	2.99	118.84	159.6	123.2
May	40.0	2.99	119.69	160.8	123.8
June	40.1	3.01	120.65	162.1	124.2
July	39.3	3.00	118.06	158.6	121.5
August	39.9	3.02	120.57	161.9	124.4
September	40.1	3.02	121.16	162.7	124.9
October	40.1	3.06	122.67	164.8	126.4
November*	39.9	3.09	123.30	165.6	127.6
December†	38.0	3.17	120.63	162.0	124.3

ed. † Preliminary.
The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the ıer Price Index. For a more complete statement of uses and limitations of the adjusted figures see Man-Hours and Hourly Earnings, DBS.
d Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours			Average Hourly Earnings*		
	Dec. 1970	Nov. 1970	Dec. 1969	Dec. 1970	Nov. 1970	Dec. 1969
				$	$	$
lundland	39.6	38.9	37.9	3.07	2.76	2.67
Scotia	37.2	39.4	37.6	2.58	2.51	2.31
runswick	40.2	39.9	37.5	2.77	2.61	2.58
c	37.0	40.7	37.1	2.82	2.75	2.61
ao	38.1	40.0	37.4	3.33	3.25	3.05
ıba	36.6	38.8	36.6	2.84	2.81	2.58
chewan	39.1	39.1	38.9	3.30	3.26	3.11
a	38.2	39.1	37.9	3.32	3.28	3.04
Columbia	36.5	37.2	36.3	3.92	3.86	3.61

des shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave, if paid through payroll but not if paid under ce plan, incentive bonus but not annual bonus.
information on hours and earnings by cities obtainable from Man-Hours and Hourly Earnings, DBS. Latest figures subject to revision.
: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemplo Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is The Sta Report on the Operation of the Unemployment Insurance Act (DBS Cat. No. 73-001). For further information regarding the na the data see Technical Notes, page 512.

Table E-1—Estimates of the Insured Population Under the Unemployment Insurance Act

End of	Total	Employed	Claimants
1971—January	5,804,000	4,959,900	844,100
December	5,717,000	5,045,200	671,800
November	5,626,000	5,145,500	480,500
October	5,584,000	5,185,300	398,700
September	5,609,000	5,217,900	391,100
August	5,667,000	5,258,300	408,700
July	5,617,000	5,177,600	439,400
June	5,672,000	5,230,100	441,900
May	5,607,000	5,101,600	505,400
April	5,719,000	5,028,300	690,700
March	5,718,000	5,012,900	705,100
February	5,707,000	5,012,600	694,400
1970—January	5,676,000	5,016,500	659,500

Table E-4—Benefit Payments, by Province, February 1971

Province	Weeks Paid	Am
Newfoundland	123,840	4,
Prince Edward Island	23,897	
Nova Scotia	135,492	4,
New Brunswick	123,486	4,
Québec	774,382	28,
Ontario	896,993	33,
Manitoba	130,975	4,
Saskatchewan	85,508	2,
Alberta	150,506	5,
British Columbia	322,427	12,
Total, Canada, February 1971	2,767,506	100,
Total, Canada, January 1971	2,362,851	85,
Total, Canada, February 1970	2,196,433	77,

* Supplementary Unemployment Insurance Benefits not incl

Table E-3—Number of Initial and Renewal Claims Filed in Local Offices in each Province

Province	February 1971			February 1970		
	Total*	Initial	Renewal	Total	Initial	R
Canada	205,624	164,058	41,566	200,824	155,292	
Newfoundland	5,441	4,810	631	4,694	4,110	
Prince Edward Island	1,179	1,022	157	1,057	917	
Nova Scotia	8,072	6,836	1,236	6,996	5,931	
New Brunswick	7,678	6,501	1,177	6,698	5,797	
Québec	61,283	47,959	13,324	57,914	43,867	
Ontario	72,360	56,642	15,718	82,031	60,514	
Manitoba	9,112	7,856	1,256	6,077	5,197	
Saskatchewan	5,534	4,742	792	5,391	4,665	
Alberta	12,190	9,850	2,340	9,105	7,565	
British Columbia	22,775	17,840	4,935	20,861	16,729	

* In addition, revised claims received numbered 72,291.

e E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at February 26, 1971

ce and sex	Total Claimants	Number of weeks on claim (based on 10 per cent sample) 1-4	5-13	14-26	27 or more*	Total claimants Feb. 27, 1970
nda	887,672	245,385	403,842	157,066	81,379	694,416
lale	627,113	178,866	307,802	98,059	42,386	500,789
emale	260,559	66,519	96,040	59,007	38,993	193,627
FOUNDLAND	36,311	6,738	22,621	4,947	2,005	33,839
lale	31,767	5,696	20,673	3,953	1,445	30,153
emale	4,544	1,042	1,948	994	560	3,686
CE EDWARD ISLAND	7,061	1,351	4,865	628	217	6,456
lale	5,303	964	3,827	396	116	4,853
emale	1,758	387	1,038	232	101	1,603
A SCOTIA	43,509	9,550	24,035	6,299	3,625	35,434
lale	34,668	7,432	20,612	4,319	2,305	28,348
emale	8,841	2,118	3,423	1,980	1,320	7,086
BRUNSWICK	38,760	7,887	21,112	6,908	2,853	34,014
lale	29,111	6,150	16,920	4,313	1,728	25,489
emale	9,649	1,737	4,192	2,595	1,125	8,525
BEC	253,342	68,590	109,719	47,204	27,829	213,123
lale	181,377	51,303	84,436	30,562	15,076	158,084
emale	71,965	17,287	25,283	16,642	12,753	55,041
ARIO	281,833	86,582	122,455	48,118	24,678	214,884
lale	179,559	59,867	82,412	26,242	11,038	138,357
emale	102,274	26,715	40,043	21,876	13,640	76,527
ITOBA	35,905	10,469	15,831	6,800	2,805	28,819
lale	26,061	7,577	12,571	4,560	1,353	22,510
emale	9,844	2,892	3,260	2,240	1,452	6,309
SATCHEWAN	26,702	6,260	13,544	5,076	1,822	24,192
lale	20,378	4,625	11,263	3,607	883	18,893
emale	6,324	1,635	2,281	1,469	939	5,299
ERTA	51,288	15,597	21,578	10,463	3,650	29,595
lale	37,828	11,669	17,405	7,021	1,733	21,725
emale	13,460	3,928	4,173	3,442	1,917	7,870
ISH COLUMBIA	112,961	32,361	48,082	20,623	11,895	74,059
lale	81,061	23,583	37,683	13,086	6,709	52,378
emale	31,900	8,778	10,399	7,537	5,186	21,681

*bulk of the cases in this group were on claim from 27-39 weeks.
tValues less than 50 subject to relatively large sampling variability.

F—Prices

Table F-1—Total and Main Components of the Consumer Price Index

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	T A
				(1961 = 100)				
1966—Year	111.4	116.6	108.7	112.0	107.3	116.5	108.6	
1967—Year	115.4	118.1	113.4	117.6	111.8	122.5	114.1	
1968—Year	120.1	122.0	118.6	121.1	114.6	127.4	119.7	
1969—Year	125.5	127.1	124.7	124.5	120.0	133.6	126.8	
1970—Year	129.7	130.0	130.9	126.8	124.8	139.5	131.2	
1970—March	128.9	130.5	129.2	126.0	124.0	137.7	129.5	
April	129.7	131.5	129.8	126.8	124.6	139.3	129.6	
May	129.6	130.3	130.4	126.8	124.8	139.8	130.1	
June	129.9	130.9	130.7	126.9	125.1	139.8	130.3	
July	130.5	131.6	131.5	126.9	125.2	139.8	132.4	
August	130.5	131.9	131.5	126.2	125.3	140.2	132.5	
September	130.2	130.0	131.8	127.0	125.3	140.1	133.0	
October	130.3	128.5	132.8	128.2	125.2	141.2	133.1	
November	130.3	127.5	133.3	128.4	125.8	140.8	133.7	
December	129.8	125.6	133.4	127.9	126.1	140.7	133.6	
1971—January	130.3	126.5	134.1	127.0	126.4	140.7	134.2	
February	130.9	127.5	134.5	125.9	128.3	140.7	134.8	
March	131.3	128.2	134.8	126.8	128.8	141.0	135.0	
				(1949 = 100)				
March	169.6*							

* For an interim period the all-items index only will be published on both the 1961 and the 1949 base.
Note: 1957 weighted. Calculated by the Prices Division, DBS.

Table F-2—Consumer Price Indexes for Regional Cities of Canada—March, 1971

	All-Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	T a l h
	Mar. 71	Feb. 71	Mar. 70							
					(1961 = 100)					
St. John's, Nfld.	121.8	121.6	122.0	117.3	117.4	131.2	120.0	136.1	116.0	44
Halifax	124.4	123.8	123.8	125.8	119.7	123.1	121.2	143.4	133.5	29
Saint John	123.5	123.0	123.1	125.0	116.0	129.4	125.0	135.5	131.8	27
Montreal	125.3	124.7	124.2	126.0	118.0	125.0	128.1	133.0	141.5	28
Ottawa	129.0	128.3	127.0	130.0	122.7	128.0	131.1	143.4	138.0	32
Toronto	127.7	127.2	127.2	126.4	122.7	128.3	134.5	140.6	129.8	30
Winnipeg	127.2	126.8	126.2	127.0	116.9	134.6	132.7	147.3	136.6	29
Saskatoon-Regina	122.0	122.0	122.1	125.9	114.3	129.0	120.7	128.1	130.3	23
Edmonton-Calgary	127.3	127.3	124.0	131.7	119.6	128.4	125.3	146.1	136.8	25
Vancouver	125.7	125.5	121.8	130.6	119.0	128.7	127.6	137.0	126.2	18

Note: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of p s between cities.

Strikes and Lockouts

:al information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in tion cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported :e or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. 's indirectly affected, such as those laid off as a result of a work stoppage, are not included.

G-1—Strikes and Lockouts, 1966-1971

or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year: Strikes and Lockouts	Workers Involved	Duration in Man-Days: Man-Days	Per Cent of Estimated Working Time
6	582	617	411,459	5,178,170	0.34
7	498	522	252,018	3,974,760	0.25
8	559	582	223,562	5,082,730	0.32
9	566	595	306,799	7,751,880	0.46
'C	501	540	261,187	6,539,560	0.39
'C-April	65	114	36,282	431,180	0.30
May	59	116	75,014	957,930	0.71
June	42	116	62,134	788,910	0.52
July	62	132	80,851	842,950	0.55
August	46	118	70,738	620,060	0.42
September	39	88	45,539	619,430	0.44
October	34	84	60,862	758,820	0.53
November	33	75	38,948	705,620	0.49
December	8	48	34,359	427,150	0.29
71-January	24	46	30,170	213,060	0.16
February	40	69	26,984	180,920	0.14
March	33	73	45,381	228,120	0.15
71-April	42	82	22,430	154,280	0.11

vised. *Preliminary.

G-2—Strikes and Lockouts, by Industry, ril 1971, (Preliminary)

usy	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
esy	—	1	217	4,560
ics	4	5	1,625	19,280
nufacturing	28	50	11,663	74,780
struction	3	3	345	4,950
nsportation and utilities	1	1	42	790
de	2	11	614	8,940
ance	—	—	—	—
vice	2	7	5,161	22,560
blic administration	2	4	2,763	18,420
All Industries	42	82	22,430	154,280

Table G-3—Strikes and Lockouts, by Jurisdiction, April 1971, (Preliminary)

Jurisdiction	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	5	6	1,070	13,680
Prince Edward Island	—	—	—	—
Nova Scotia	2	3	873	10,520
New Brunswick	2	4	1,363	2,380
Québec	10	17	3,716	32,880
Ontario	19	33	9,998	55,600
Manitoba	1	1	47	890
Saskatchewan	—	—	—	—
Alberta	2	4	4,375	17,740
British Columbia	1	13	438	9,040
Federal	—	1	550	11,550
All Jurisdictions	42	82	22,430	154,280

Table G-4—Strikes and Lockouts Involving 100 or More Workers, April 1971, (Preliminary)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: April	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Forestry						
Northwestern Pulp and Power Ltd., Hinton, Alta.	Woodworkers Loc. 1-207 (AFL-CIO/CLC)	217	4,560	13,460	Feb. 3 —	Wages—
Mines						
METAL						
*Hudson Bay Mining and Smelting Company, Flin Flon, Man.	Various trade unions (AFL-CIO/CLC)	550	11,550	37,840	Jan. 27 —	Vacations, holidays, welfare —
Iron Ore Co. of Canada Ltd., Schefferville, Qué.	Steelworkers Loc. 5567 (AFL-CIO/CLC)	600	2,100	2,100	Apr. 1 Apr. 4	Alleged unjust lay-off of employee—Return of wo when employee rehired.
British Newfoundland Exploration, Springdale, Nfld.	Steelworkers Loc. 6960 (AFL-CIO/CLC)	135	2,030	2,030	Apr. 11 —	Wages, other matters—
NON-METAL						
Aluminum Co. of Canada, St. Lawrence, Nfld.	Metallurgists, Miners and Chemical Workers Federation (CNTU)	300	3,000	3,000	Apr. 18 —	Wages—
Manufacturing						
FOOD AND BEVERAGES						
McGavin Toastmaster, Vancouver, B.C.	Bakery Workers Loc. 468 (CLC)	125	2,630	5,510	Mar. 1 —	Job security—
Bonavista Cold Storage, Bonavista, Nfld.	Food Workers (AFL-CIO/CLC)	180	90	90	Apr. 19 Apr. 20	Dispute over dismissal o worker—Return of worke instruction of union.
RUBBER						
Mansfield-Denman General Ltd., Barrie, Ont.	Rubber Workers Loc. 536 (AFL-CIO/CLC)	430	860	860	Apr. 29 —	Alleged dispute over an eng ing time study—
LEATHER						
Chartered Traders Ltd., Québec, Qué.	Clothing Workers' Federation (CNTU)	126	2,650	6,180	Feb. 22 —	Wages, retroactive pay, benefits—
Daoust-Lalonde Inc., Montreal, Qué.	Clothing Workers' Federation (CNTU)	230	1,730	1,730	Apr. 21 —	Wages, hours, fringe benefi

G-4—Strikes and Lockouts Involving 100 or More Workers, April 1971, (Preliminary) (Cont.)

y ver on	Union	Workers Involved	Duration in Man-Days April	 Accumulated	Starting Date Termination Date	Major Issues Result
ITURE AND FIXTURES						
Upholstering . Ltd., treal Est, Qué.	Upholsterers Loc. 402 (AFL-CIO/CLC)	270	2,700	2,700	Apr. 19 —	Wages, vacations, fringe benefits —
R						
dian International per, neau, Qué.	Pulp and Paper Mill Workers Loc. 142 (AFL-CIO/CLC)	1,100	—	3,300	Mar. 28 Apr. 1	Job security—Return of workers.
Brunswick ternational per Co., ousie, N.B.	Pulp and Paper Mill Workers Loc. 146 (AFL-CIO/CLC)	900	900	2,700	Mar. 29 Apr. 1	Job security—Return of workers.
solidated thurst, Richmond, Qué.	Pulp and Paper Mill Workers Loc. 574 (AFL-CIO/CLC)	306	5,810	5,810	Apr. 3 —	Wages, length of contract—
Anne Nackawic, kawic, N.B.	Pulp and Paper Mill Workers Loc. 219 (AFL-CIO/CLC)	400	1,200	1,200	Apr. 7 Apr. 10	Protesting working conditions— Return of workers.
ARY METALS						
minum Co. of nada Ltd., mond, B.C.	Steelworkers (AFL-CIO/CLC)	100	2,100	13,300	Oct. 23 —	Failure to negotiate a new agreement—
dy of Canada Ltd., malea, Ont.	Auto Workers Loc. 1285 (CLC)	130	590	590	Apr. 14 Apr. 20	Wages—$1.05 wage and benefit package spread over 3 years.
L FABRICATING						
ker Siddeley nadian Bridge Div. dsor, Ont.	Steelworkers Loc. 2471 (AFL-CIO/CLC)	500	1,500	39,500	Dec. 14 Apr. 6	Wages, working conditions —
e Co. of Canada, onto, Ont.	U.E. Loc. 512 (Ind.)	230	4,830	14,720	Feb. 1 —	Not reported—
amic Industries c., bec, Qué.	Auto Workers Loc. 1044 (CLC)	148	1,480	1,480	Apr. 19 —	Wages—
bb, Mosler & ylor Ltd., mpton, Ont.	Chemical Workers Loc. 678 (AFL-CIO/CLC)	160	640	640	Apr. 23 Apr. 29	Wages—80¢ per hr. increase over two years.
HINERY						
vn-Boggs oundry and achine Co. Ltd., milton, Ont.	U.E. Loc. 520 (Ind.)	100	1,400	1,400	Apr. 13 —	Wages, other matters—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, April 1971, (Preliminary) (Cont

Industry Employer Location	Union	Workers Involved	Duration in Man-Days April	 Accumulated	Starting Date Termination Date	Major Issues Result
TRANSPORTATION EQUIPMENT						
Gabriel of Canada Limited, Toronto and Mississauga, Ont.	Machinists Loc. 1295 (AFL-CIO/CLC)	630	1,260	15,750	Feb. 28 Apr. 5	Wages, other benefits—Re workers, settlement ter reported.
The Prestolite Company, Point Edward, Toronto and Maple, Ont.	Auto Workers Locs. 456, 421 and 252 (CLC)	714	5,000	17,850	Mar. 8 Apr. 12	Wages, fringe benefits—25 increase on return to w Sep. 1, 1971, 11¢ Mar. 19 Mar. 1973 for most work 55 other employees, furthe tiations.
Canadian Trailmobile Limited, Brantford, Ont.	Auto Workers Loc. 397 (CLC)	315	5,990	5,990	Apr. 3 —	Wages, other benefits—
National Auto Radiator Co., Windsor, Ont.	Auto Workers Loc. 195 (CLC)	210	110	110	Apr. 21 Apr. 22	Delay in new contract n tions—Return of workers.
Ontario Steel Products Co. Ltd., Chatham, Oshawa and Milton, Ont.	Auto Workers various locals (CLC)	1,400	1,680	1,680	Apr. 23 Apr. 25	Wages, hours—25¢ an h crease retroactive to M 1971, 15¢ Mar. 16, 1972, 16, 1972, 10¢ Mar. 16, 1 Sep. 16, 1973; other in benefits.
Hawker Siddeley Canada Ltd., Canadian Car Division, Thunder Bay, Ont.	Office Employees Loc. 81 (AFL-CIO/CLC)	720	2,880	2,880	Apr. 27 —	Job security—
National Auto Radiator Co., Windsor, Ont.	Auto Workers Loc. 195 (CLC)	210	110	110	Apr. 30 —	Wages, other benefits—
ELECTRICAL PRODUCTS						
Northern Electric Co. Ltd., London, Ont.	Auto Workers Loc. 27 (CLC)	913	5,480	23,740	Mar. 4 Apr. 11	Failure to reach agreemen turn of workers, settlemen not reported.
Phillips Cables Limited, Brockville, Ont.	I.U.E. Loc. 510 (AFL-CIO/CLC)	515	5,670	5,670	Apr. 16 —	Wages, pension, vacations
Phillips Cables (Western) Ltd., Coleman, Alta.	Canadian Electrical Workers Loc. 2, (Ind.)	119	360	360	Apr. 16 Apr. 21	Wages, fringe benefits—50¢ increase retroactive to Fe 1971, 30¢ Feb. 18, 1972; $ troactive pay, 10 statutor days, other benefits.
Prestolite Company Division of Eltra of Canada Ltd., Guelph, Ont.	I.U.E. Loc. 508 (AFL-CIO/CLC)	284	1,140	1,140	Apr. 22 Apr. 28	Disagreement over severan —Return of workers negotiations.

G-4—Strikes and Lockouts Involving 100 or More Workers, April 1971, (Preliminary) (Cont.)

er n	Union	Workers Involved	Duration in Man-Days April	Duration in Man-Days Accumulated	Starting Date / Termination Date	Major Issues / Result
LLANEOUS FACTURING						
o Records t.) Ltd., wall, Ont.	Leather and Plastic Workers Loc. 9 (AFL-CIO/CLC)	321	320	320	Apr. 12 Apr. 13	Intra-union dispute—Return of workers pending certification vote by the Ontario Dept. of Labour.
ruction						
oundland and dor Construction sociation, hn's, Nfld.	Labourers and Bricklayers (AFL-CIO/CLC)	250	4,750	4,750	Apr. 5 —	Not reported—
inion Stores Ltd., hn's, Nfld.	Retail, Wholesale Employees Loc. 597 (AFL-CIO/CLC)	200	3,800	3,800	Apr. 5 —	Wages—
inion Stores Ltd., real area, Qué.	Retail Clerks Loc. 500 (AFL-CIO/CLC)	230	2,070	2,070	Apr. 20 —	Wages, fringe benefits—
ce						
ATION						
nton County ard of Education, a, Ont.	Public Employees Locs. 1019 & 986 (CLC)	250	3,500	9,000	Mar. 1 Apr. 22	Wages, contracting-out—General wage increase from 38¢ to 68¢ over a 22-month contract; other benefits.
ersity of Québec, treal, Qué.	Public Employees (CLC)	400	2,000	2,800	Mar. 30 Apr. 8	Pension fund, holidays, work schedules, other matters—9% wage increase for technicians, 5.5% for office workers, 5.4% for cafeteria staff; other improved benefits.
ara South Board o Education, ara Peninsula, t.	Public Employees Loc. 468 (CLC)	437	3,500	3,500	Apr. 21 —	Wages—
lry Public School ard, lry, Alta.	Alberta Teachers' Association Loc. 38 (Ind.)	4,000	12,000	12,000	Apr. 21 Apr. 26	Working conditions—Return of teachers when agreement reached.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, April 1971, (Preliminary)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days April	 Accumulated	Starting Date Termination Date	Major Issues Result
Public Administration						
PROVINCIAL ADMINISTRATION						
Agences Service Social, Province-wide, Qué.	Service Employees' Federation (CNTU)	1,000	7,000	32,000	Feb. 25 Apr. 14	Wages, security of employ Wage increases.
LOCAL ADMINISTRATION						
Corporation of the City of Halifax, Halifax, N.S.	Public Employees Locs. 108 & 449 (CLC)	763	8,940	12,170	Mar. 18 Apr. 19	Wages—Return of worke ing Provincial Industrial
The Corporation of the City of London, London, Ont.	Public Employees various locals (CLC)	918	920	920	Apr. 23 Apr. 24	Wages—Return of worke ment terms not reported.

*Federal jurisdiction.

-Employment Injuries

H-1—Employment Injuries† Reported by Workmen's Compensation Boards, 1961-1970

	Temporary Disability		Permanent Disability		Fatality		Total		Ratio‡ of Grand Total Fatalities
	No.	%	No.	%	No.	%	No.	%	
.....	169,980	95.4	7,347	4.1	856	0.5	178,183	100.0	78.8
.....	183,754	95.5	7,849	4.1	834	0.4	192,437	100.0	73.5
.....	196,500	95.3	8,928	4.3	893	0.4	206,321	100.0	72.4
.....	228,045	95.7	9,158	3.8	1,053	0.5	238,256	100.0	79.8
.....	253,623	95.9	9,814	3.7	1,118	0.4	264,555	100.0	84.3
.....	257,020	95.3	11,391	4.2	1,198	0.5	269,609	100.0	96.5
.....	257,840	95.5	11,190	4.1	1,058	0.4	270,088	100.0	91.5
.....	246,666	94.3	13,846	5.3	928	0.4	261,440	100.0	91.2
.....	284,053	94.6	15,094	5.1	974	0.3	300,121	100.0	86.8
.....	293,982	94.5	16,147	5.2	956	0.3	311,085	100.0	113.0**
ge 1961-1970.....	237,157	95.2	11,076	4.4	977	0.4	249,210	100.0	85.0

iminary. † Distribution partly estimated.
o of total fatalities reported by the Workmen's Compensation Boards to grand total fatalities compiled by the Canada Department of our. See Table H-4.
returns from provinces cause this high figure.

H-2—Employment Injuries†, Workmen's Compensation Settlement Rates per 10,000 Workers Employed, 1961-1970

	Temporary Disability		Permanent Disability		Fatality		Total		Total of Workers Employed‡
	No.	Rate(1)	No.	Rate(1)	No.	Rate(1)	No.	Rate(1)	(in thousands)
.....	169,980	280.7	7,347	12.1	856	1.4	178,183	294.2	6,055
.....	183,754	295.2	7,849	12.6	834	1.3	192,437	309.1	6,225
.....	196,500	308.2	8,928	14.0	893	1.4	206,321	323.6	6,375
.....	228,045	345.1	9,158	13.9	1,053	1.6	238,256	360.5	6,609
.....	253,623	369.6	9,814	14.3	1,118	1.6	264,555	385.5	6,862
.....	257,020	359.4	11,391	15.9	1,198	1.7	269,609	377.0	7,152
.....	257,840	349.4	11,190	15.2	1,058	1.4	270,088	366.0	7,379
.....	246,666	327.3	13,846	18.4	928	1.2	261,440	346.9	7,537
.....	284,053	365.1	15,094	19.4	974	1.3	300,121	385.6	7,780
.....	293,982	373.1	16,147	20.5	956	1.2	311,085	394.8	7,879
ge 1961-1970.....	237,157	339.5	11,076	15.9	977	1.4	249,210	356.8	6,985

eminary. † Distribution partly estimated.
B estimates, Special Surveys Division, special tables, 12-month averages.
= number of cases per 10,000 workers employed.

H-3—Employment Injuries, Fatal and Non-fatal, Reported by Workmen's Compensation Boards, by Province, 1969 and 1970 (See page 506).

Table H-4—Employment Fatalities by Industry, 1961-1970

Year	Agriculture		Forestry		Fishing[1]		Mining[2]		Manufacturing		Const
	No.	%	No.	%	No.	%	No.	%	No.	%	No.
1961	68	6.3	99	9.1	40	3.7	135	12.4	178	16.4	238
1962	62	5.5	127	11.2	12	1.0	151	13.3	216	19.0	204
1963	49	4.0	122	9.9	34	2.8	163	13.2	222	18.0	234
1964	72	5.4	155	11.7	37	2.8	161	12.2	235	17.8	252
1965	50	3.8	108	8.1	40	3.0	176	13.3	225	17.0	277
1966	55	4.4	110	8.8	37	3.0	146	11.7	220	17.7	293
1967	30	2.6	106	9.2	33	2.9	183	15.8	187	16.1	223
1968	27	2.6	102	10.0	19	1.9	134	13.1	176	17.3	217
1969	30	2.7	88	7.8	18	1.6	162	14.4	207	18.5	235
1970*	13	1.5	80	9.5	21	2.5	120	14.2	150	17.7	168
Average 1961-1970	46	4.0	110	9.6	29	2.5	153	13.3	202	17.6	234

* Preliminary. [1] Includes trapping and hunting. [2] Includes quarrying and oil wells. [3] Includes storage, communication, power, gas and water utilities. [4] Includes insurance and real estate. [5] Includes community, business and personal service. [6] Includes defence.

Table H-5—Employment Fatality Rates by Industry†, 1961-1970

Year	Agriculture		Forestry		Fishing		Mining		Manufacturing		Const
	R[1]	E[2]	R	E	R	E	R	E	R	E	R
1961	1.0	681	11.5	86	22.2	18	16.9	80	1.2	1,452	6.3
1962	0.9	660	17.2	74	5.2	23	18.6	81	1.4	1,502	5.2
1963	0.8	649	15.3	80	13.6	25	22.6	72	1.4	1,552	5.8
1964	1.1	630	18.9	82	14.2	26	18.5	87	1.4	1,650	6.1
1965	0.8	594	14.0	77	17.4	23	13.1	134	1.4	1,636	6.0
1966	1.0	544	14.5	76	14.2	26	12.1	121	1.3	1,744	5.9
1967	0.5	559	12.5	79	13.2	25	16.1	114	1.1	1,756	4.3
1968	0.5	546	12.8	80	7.9	24	11.5	117	1.0	1,754	4.6
1969	0.6	535	11.0	80	8.6	21	14.0	116	1.1	1,819	4.9
1970*	0.3	511	11.1	72	10.5	20	9.6	125	0.8	1,790	3.6
Average 1961-1970	0.8	591	13.9	79	12.6	23	14.6	105	1.2	1,666	5.3

* Preliminary.
[1] R = Fatality rate (number of fatalities per 10,000 workers employed).
[2] E = Workers employed, in thousands. DBS estimates, Special Surveys Division, special tables, 12-month averages (figures may not ad totals shown because of rounding).
† See footnotes 1-6, Table H-4.
[3] Rate for 1970 includes 7 fatalities in unspecified industries.

Transportation[3]		Trade		Finance[4]		Service[5]		Public Administration		Not Specified		Total	
No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
188	17.3	52	4.8	1	0.1	19	1.7	68	6.3	—	—	1,086	100.0
209	18.4	58	5.1	2	0.2	16	1.4	78	6.9	—	—	1,135	100.0
210	17.0	61	4.9	1	0.1	28	2.3	109	8.8	—	—	1,233	100.0
237	18.0	62	4.7	2	0.2	55	4.2	52	3.9	—	—	1,320	100.0
287	21.6	70	5.3	3	0.2	38	2.9	52	3.9	—	—	1,326	100.0
251	20.2	59	4.7	1	0.1	43	3.5	29	2.3	—	—	1,244	100.0
237	20.5	64	5.5	5	0.4	55	4.7	35	3.0	—	—	1,158	100.0
178	17.4	58	5.7	—	—	45	4.4	64	6.3	—	—	1,020	100.0
206	18.4	60	5.3	2	0.2	50	4.5	64	5.7	—	—	1,122	100.0
138	16.3	47	5.6	3	0.3	35	4.1	64	7.6	7	0.8	846	100.0
214	18.6	59	5.1	2	0.2	38	3.3	61	5.3	1	0.1	1,149	100.0

Transportation		Trade		Finance		Service		Public Administration		Total	
R	E	R	E	R	E	R	E	R	E	R	E
3.3	563	0.5	1,025	0.1	239	0.2	1,178	1.9	356	1.9	6,055
3.6	588	0.6	1,049	0.1	248	0.1	1,244	2.2	362	1.8	6,225
3.5	597	0.6	1,062	0.1	254	0.2	1,306	2.9	371	1.9	6,375
4.0	591	0.6	1,105	0.1	264	0.4	1,386	1.4	377	2.0	6,609
4.7	617	0.6	1,145	0.1	280	0.3	1,489	1.3	403	1.9	6,862
4.0	620	0.5	1,180	0.0	302	0.3	1,622	0.7	419	1.7	7,152
3.4	659	0.5	1,224	0.2	312	0.3	1,732	0.8	443	1.5	7,379
2.6	673	0.5	1,260	—	327	0.2	1,830	1.4	458	1.3	7,537
3.0	693	0.5	1,292	0.1	350	0.3	1,918	1.4	474	1.4	7,780
2.0	692	0.4	1,320	0.1	365	0.2	2,025	1.3	486	1.1[3]	7,879
3.4	629	0.5	1,166	0.1	294	0.2	1,573	1.5	415	1.6	6,985

Table H-6—Employment Fatalities, by Province and Industry, 1969-1970

Industry	1969†						
	Nfld.	P.E.I.	N.S.	N.B.	Qué.	Ont.	Man.
AGRICULTURE	—	—	—	—	6	18	1
FORESTRY	1	—	2	9	10	11	1
FISHING AND TRAPPING	—	—	1	—	8	2	—
MINES, QUARRIES, OIL WELLS	10	—	8	1	12	54	11
Metal mines	2	—	—	—	2	42	5
Coal mines	—	—	8	—	—	—	1
Petroleum and gas	1	—	—	—	—	2	—
Non-metal, quarries, services	7	—	—	1	10	10	5
MANUFACTURING	4	—	6	9	39	89	3
Food and beverages	3	—	1	2	3	4	—
Tobacco	—	—	1	—	—	—	—
Rubber	—	—	—	—	—	3	—
Leather	—	—	—	—	—	—	—
Textile	—	—	—	—	2	—	—
Clothing	—	—	—	—	—	—	—
Wood	—	—	—	1	12	9	—
Paper	—	—	1	2	4	7	—
Printing, publishing	—	—	—	2	1	2	1
Primary metal	1	—	1	—	5	13	—
Metal fabricating	—	—	—	1	4	13	1
Machinery	—	—	—	—	1	7	—
Transportation equipment	—	—	—	—	3	7	—
Electrical	—	—	—	—	—	3	—
Non-metallic minerals	—	—	1	1	—	12	—
Petroleum and coal	—	—	1	—	2	4	—
Chemicals	—	—	—	—	1	4	1
Miscellaneous	—	—	—	—	1	1	—
CONSTRUCTION	9	—	11	7	47	66	21
Building	3	—	1	3	13	10	1
Highway	5	—	2	2	11	9	5
Other	1	—	8	2	23	47	15
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	5	—	15	8	39	56	11
Air	—	—	—	—	3	2	3
Water	—	—	10	—	2	2	—
Railway	—	—	1	7	5	15	2
Local and highway	3	—	2	1	21	29	4
Miscellaneous	—	—	—	—	—	—	—
Storage	—	—	—	—	1	—	—
Communication	—	—	—	—	1	3	—
Electric power, gas, water	2	—	2	—	6	5	2
TRADE	3	—	3	—	10	16	3
Wholesale	—	—	1	—	5	10	—
Retail	3	—	2	—	5	6	3
FINANCE, INSURANCE AND REAL ESTATE	—	—	—	—	—	—	—
SERVICE	1	—	1	—	6	17	3
Community	—	—	—	—	1	10	1
Personal	1	—	1	—	5	7	2
PUBLIC ADMINISTRATION	1	—	1	—	7	22	8
NOT SPECIFIED	—	—	—	—	—	—	—
Total	34	—	48	34	184	351	62

* Preliminary. † Revised.

				1970*											
Alta.	B.C.	Yukon and N.W.T.	Canada	Nfld.	P.E.I.	N.S.	N.B.	Qué.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Canada
1	4	—	30	—	—	—	—	1	9	1	—	1	1	—	13
4	47	—	88	—	—	4	4	12	12	2	1	4	41	—	80
—	7	—	18	4	—	8	7	1	—	—	—	—	1	—	21
17	42	3	162	5	—	3	4	15	43	8	7	8	26	1	120
—	25	1	78	3	—	—	1	6	33	6	2	—	15	1	67
3	6	—	18	—	—	3	2	—	—	—	1	1	4	—	11
1	—	—	4	—	—	—	—	—	1	—	—	3	—	—	4
13	11	2	62	2	—	—	1	9	9	2	4	4	7	—	38
17	35	—	207	1	—	4	5	26	71	2	—	15	26	—	150
1	2	—	18	—	—	—	1	2	9	—	—	2	1	—	15
—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	3	—	—	—	—	—	1	—	—	1	—	—	2
—	—	—	—	—	—	—	—	—	2	—	—	—	—	—	2
—	—	—	2	—	—	1	—	2	—	—	—	—	—	—	3
—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1
3	12	—	37	—	—	3	2	4	10	1	—	2	10	—	32
1	9	—	24	—	—	—	2	8	4	—	—	—	2	—	16
—	—	—	6	—	—	—	—	—	1	—	—	—	1	—	2
2	5	—	28	—	—	—	—	1	11	—	—	3	4	—	19
4	2	—	25	—	—	—	—	4	8	—	—	1	1	—	14
2	—	—	10	—	—	—	—	—	5	—	—	1	2	—	8
—	3	—	13	—	—	—	—	—	4	—	—	—	2	—	6
—	—	—	3	—	—	—	—	1	4	—	—	—	1	—	6
1	—	—	15	—	—	—	—	2	8	—	—	1	—	—	11
2	1	—	10	—	—	—	—	—	—	1	—	1	—	—	2
—	1	—	8	1	—	—	—	—	3	—	—	1	2	—	7
1	—	—	4	—	—	—	—	2	—	—	—	2	—	—	4
28	40	—	235	6	—	1	6	39	54	6	6	19	31	—	168
3	12	—	48	1	—	—	—	6	11	—	1	8	12	—	39
8	11	—	56	4	—	—	2	4	5	1	3	1	8	—	28
17	17	—	131	1	—	1	4	29	38	5	2	10	11	—	101
21	39	2	206	4	—	8	6	17	47	8	2	15	27	4	138
2	7	2	20	—	—	—	—	3	4	2	—	1	5	1	16
—	11	—	25	1	—	4	1	2	8	—	—	—	1	—	17
6	7	—	43	—	—	—	—	3	11	1	2	2	5	—	24
7	11	—	85	2	—	3	4	5	16	5	—	9	7	3	54
3	1	—	4	—	—	—	—	1	—	—	—	—	1	—	2
—	1	—	3	—	—	—	—	—	1	—	—	—	1	—	2
1	—	—	5	—	—	—	—	1	2	—	—	—	5	—	8
2	1	—	21	1	—	1	1	2	5	—	—	3	2	—	15
13	10	—	60	1	—	—	2	11	12	1	3	6	11	—	47
7	3	—	27	—	—	—	1	4	9	1	1	5	3	—	24
6	7	—	33	1	—	—	1	7	3	—	2	1	8	—	23
1	1	—	2	—	—	—	—	1	2	—	—	—	—	—	3
6	14	—	50	1	—	1	1	6	14	4	1	3	3	1	35
5	6	—	24	1	—	1	—	2	5	2	—	1	2	1	15
1	8	—	26	—	—	—	1	4	9	2	1	2	1	—	20
10	12	2	64	1	—	1	2	3	21	6	9	5	15	1	64
—	—	—	—	—	—	1	—	1	1	—	—	3	1	—	7
118	251	7	1,122	23	—	31	37	133	286	38	29	79	183	7	846

Table H-7—Employment Fatalities by Industry‡ and Type of Accident, 1969-1970

Type of Accident	1969†						
	Agriculture	Forestry	Fishing	Mining	Manufacturing	Construction	Transportation
Striking against and stepping on objects	—	—	—	—	1	2	—
Struck by	5	62	1	43	37	65	30
Caught in, on, or between	12	12	—	12	27	24	13
Collisions, derailments, wrecks	5	4	—	19	44	35	95
Falls and slips	3	6	14	15	35	70	38
Conflagrations, temperature extremes and explosions	1	1	3	5	13	9	4
Inhalations, contact, absorptions, ingestions and industrial diseases	—	—	—	64	30	5	7
Contact with electric current	3	—	—	—	12	22	12
Over-exertion	—	1	—	3	4	2	3
Miscellaneous accident types	1	2	—	1	4	1	4
Total	30	88	18	162	207	235	206

* Preliminary. † Revised. ‡ See footnotes 1-6, Table H-4.

Table H-3—Employment Injuries, Fatal and Non-Fatal, Reported by Workmen's Compensation Boards, by Province, 1969-1970

Province	1969†					1970*			
	Non-fatal					Non-fatal			
	Medical Aid only	Temporary Disability	Permanent Disability	Fatal	Total	Medical Aid Only	Temporary Disability	Permanent Disability	Fatal
Newfoundland	5,414	4,518	113	32	10,077	4,961	4,839	47	36
Prince Edward Island	1,096	1,038	22	2	2,158	1,023	1,009	7	2
Nova Scotia	13,954	10,555	328	47	24,884	13,522	10,724	43	27
New Brunswick	14,926	8,462	339	26	23,753	15,154	8,833	327	33
Québec	119,643	52,543	5,899	193	178,278	114,426	61,566	7,016	211
Ontario	229,391	126,713‡	5,153‡	275	361,532	237,845	129,140‡	5,144‡	315
Manitoba	16,807	14,231	416	67	31,521	15,901	14,149	503	34
Saskatchewan	13,659	11,196	339	34	25,228	12,134	8,767	369	31
Alberta	36,558	24,445	1,165	130	62,298	33,391	26,186	1,223	118
British Columbia	51,143	30,352	1,320	168	82,983	53,822	28,769	1,468	149
Canada	502,591	284,053	15,094	974	802,712	502,179	293,982	16,147	956

* Preliminary † Revised

‡ Only combined figures of 131,866 in 1969 and 134,284 in 1970 for temporary disability and permanent disability claims are available Ontario Workmen's Compensation Board. The figures illustrated have been estimated from these totals.

			1970*												
Service	Public Administration	Total	Agriculture	Forestry	Fishing	Mining	Manufacturing	Construction	Transportation	Trade	Finance	Service	Public Administration	Not specified	Total
—	—	4	—	—	—	—	—	—	1	—	—	—	—	—	1
6	10	264	1	44	1	37	25	31	16	5	—	2	13	2	177
2	5	112	4	10	1	15	24	24	7	3	—	2	3	—	93
22	18	269	2	14	—	7	20	31	64	27	2	10	17	3	197
8	16	212	1	5	18	18	26	55	27	4	—	9	13	2	178
4	1	50	1	1	1	9	13	7	3	1	—	1	3	—	40
3	4	114	1	—	—	29	22	5	1	4	—	1	4	—	67
—	1	52	2	2	—	2	10	11	14	1	—	—	3	—	45
1	4	20	—	2	—	—	3	1	2	—	—	1	4	—	13
4	5	25	1	2	—	3	7	3	3	2	1	9	4	—	35
50	64	1,122	13	80	21	120	150	168	138	47	3	35	64	7	846

Table H-8—Employment Fatalities by Industry‡ and Occupation, 1969-1970

Occupation	1969†											
	Agri-culture	For-estry	Fishing	Mining	Manu-factur-ing	Con-struc-tion	Trans-porta-tion	Trade	Fi-nance	Serv-ice	Public Ad-minis-tra-tion	Tot
Farmers and farm workers	30	—	—	—	—	—	—	—	—	—	—	30
Loggers and related workers	—	73	—	—	—	—	—	—	—	—	5	78
Fishermen, trappers and hunters	—	—	18	—	—	—	—	—	—	1	—	19
Miners, quarrymen and related workers	—	—	—	137	—	—	—	—	—	1	—	138
Craftsmen, production process and related workers	—	5	—	14	115	142	49	15	—	3	12	355
Labourers and unskilled workers (not agricultural, fishing, logging or mining)	—	—	—	—	37	72	10	7	—	5	12	143
Transport and communication	—	7	—	4	27	8	131	14	—	5	5	201
Managerial	—	2	—	3	11	11	7	10	—	4	3	51
Professional and technical	—	—	—	3	7	1	3	1	—	9	6	30
Clerical	—	—	—	—	2	1	2	1	—	1	—	7
Sales	—	—	—	—	4	—	—	9	—	2	—	15
Service and recreation	—	1	—	1	4	—	4	3	2	19	21	55
Not specified	—	—	—	—	—	—	—	—	—	—	—	—
Total	30	88	18	162	207	235	206	60	2	50	64	1,122
Per cent of total	2.7	7.8	1.6	14.4	18.5	20.9	18.4	5.3	0.2	4.5	5.7	100.0
Workers employed in thousands**	535	80	21	116	1,819	482	693	1,292	350	1,918	474	7,780
Fatality rate per 10,000 employees	0.56	11.00	8.57	13.97	1.14	4.88	2.97	0.46	0.06	0.26	1.35	1.44

* Preliminary. † Revised. ‡ See footnotes 1-6, Table H-4.
** DBS Estimates, Special Surveys Division, Special Tables, 12-month averages (figures may not add to the totals shown because of r

	1970*															
Fatality Rate per 10,000 Employees	Agriculture	Forestry	Fishing	Mining	Manufacturing	Construction	Transportation	Trade	Finance	Service	Public Administration	Not Specified	Total	Per Cent of Total	Workers Employed in Thousands	Fatality Rate per 10,000 Employees
0.56	9	—	—	—	—	—	—	—	—	1	1	—	11	1.3	513	0.21
15.29	—	55	—	—	2	14	—	—	—	—	2	—	73	8.6	46	15.87
9.05	—	—	20	—	—	1	—	—	—	—	—	—	21	2.5	21	10.00
24.64	—	—	—	95	4	—	—	1	—	1	—	—	101	11.9	58	17.41
1.79	—	11	—	18	79	96	32	6	—	1	15	1	259	30.6	1,954	1.33
4.50	—	—	—	—	28	36	9	6	1	6	16	2	104	12.3	319	3.26
4.84	1	10	1	2	13	12	78	16	1	5	6	2	147	17.4	418	3.52
0.68	—	3	—	1	6	2	4	8	1	3	1	—	29	3.4	786	0.37
0.29	2	—	—	3	4	5	2	1	—	3	4	1	25	3.0	1,070	0.23
0.06	—	—	—	—	5	1	4	1	—	1	3	—	15	1.8	1,168	0.13
0.28	—	—	—	—	5	—	2	7	—	1	—	1	16	1.9	558	0.29
0.59	1	—	—	—	1	—	7	—	—	12	16	—	37	4.4	967	0.38
—	—	1	—	1	3	1	—	1	—	1	—	—	8	0.9	—	—
1.44	13	80	21	120	150	168	138	47	3	35	64	7	846	100.0	7,879	1.07
—	1.5	9.5	2.5	14.2	17.7	19.9	16.3	5.6	0.3	4.1	7.6	0.8	100.0	—	—	—
—	511	72	20	125	1,790	471	692	1,320	365	2,025	486	—	7,879	—	—	—
—	0.25	11.11	10.50	9.60	0.84	3.57	1.99	0.36	0.08	0.17	1.32	—	1.07	—	—	—

Table H-9—Employment Fatality Rates, 1969-1970

	1969†				
	Number of Fatalities			Workers Employed in Thousands**	
	Men	Women	Both Sexes	Men	Women
A—By Sex and Industry‡					
Agriculture	29	1	30	460	75
Forestry	88	—	88	79	1
Fishing	18	—	18	21	—
Mining	162	—	162	109	7
Manufacturing	206	1	207	1,409	410
Construction	235	—	235	460	32
Transportation	206	—	206	583	110
Trade	59	1	60	845	447
Finance	2	—	2	179	172
Service	46	4	50	774	1,144
Public administration	62	2	64	353	121
Not specified	—	—	—	—	—
Total	1,113	9	1,122	5,272	2,508
B—By Sex and Occupation					
Farmers and farm workers	29	1	30	464	70
Loggers and related workers	78	—	78	51	—
Fishermen, trappers and hunters	19	—	19	21	—
Miners, quarrymen and related workers	138	—	138	56	—
Craftsmen, production process and related workers	353	2	355	1,700	281
Labourers and unskilled workers (not agricultural, fishing, logging or mining)	143	—	143	297	21
Transport and communication	201	—	201	376	39
Managerial	51	—	51	657	91
Professional and technical	29	1	30	602	436
Clerical	6	1	7	348	804
Sales	15	—	15	325	205
Service and recreation	51	4	55	376	560
Not specified	—	—	—	—	—
Total	1,113	9	1,122	5,272	2,508
C—By Sex and Age Group					
14-19	40	1	41	412	336
20-24	135	1	136	676	490
25-34	238	2	240	1,196	488
35-44	240	2	242	1,182	480
45-54	192	—	192	995	428
55-64	152	3	155	654	243
65 and over	105	—	105	158	44
Not stated	11	—	11	—	—
Total	1,113	9	1,122	5,272	2,508

* Preliminary. † Revised. ‡ See footnotes 1-6, Table H-4.
** Figures may not add to the totals shown because of rounding (DBS estimates, Special Surveys Division, special tables, 12-month a

			1970*								
tality Rate 10,000 Employees			Number of Fatalities			Workers Employed in Thousands**			Fatality Rate per 10,000 Employees		
en	Women	Both Sexes	Men	Women	Both Sexes	Men	Women	Both Sexes	Men	Women	Both Sexes
0.63	0.13	0.56	13	—	13	442	69	511	0.29	—	0.25
1.14	—	11.00	80	—	80	71	1	72	11.27	—	11.11
8.57	—	8.57	21	—	21	20	—	20	10.50	—	10.50
4.86	—	13.97	120	—	120	119	6	125	10.08	—	9.60
1.46	0 02	1.14	149	1	150	1,397	394	1,790	1.07	0.03	0.84
5.11	—	4.88	168	—	168	451	21	471	3.73	—	3.57
3.53	—	2.97	138	—	138	585	107	692	2.36	—	1.99
0.70	0.02	0.46	46	1	47	863	458	1,320	0.53	0.02	0.36
0.11	—	0.06	3	—	3	184	181	365	0.16	—	0.08
0.59	0.03	0.26	34	1	35	814	1,211	2,025	0.42	0.01	0.17
1.76	0.17	1.35	63	1	64	364	121	486	1.73	0.08	1.32
—	—	—	7	—	7	—	—	—	—	—	—
2.11	0.04	1.44	842	4	846	5,310	2,569	7,879	1.59	0.02	1.07
0.63	0.14	0.56	11	—	11	449	65	513	0.24	—	0.21
5.29	—	15.29	73	—	73	46	—	46	15.87	—	15.87
9.05	—	9.05	21	—	21	21	—	21	10.00	—	10.00
4.64	—	24.64	101	—	101	58	—	58	17.41	—	17.41
2.08	0.07	1.79	259	—	259	1,685	269	1,954	1.54	—	1.33
4.81	—	4.50	104	—	104	296	23	319	3.51	—	3.26
5.35	—	4.84	147	—	147	377	42	418	3.90	—	3.52
0.78	—	0.68	29	—	29	685	101	786	0.42	—	0.37
0.48	0.02	0.29	24	1	25	620	450	1,070	0.39	0.02	0.23
0.17	0.01	0.06	13	2	15	339	828	1,168	0.38	0.02	0.13
0.46	—	0.28	15	1	16	347	212	558	0.43	0.05	0.29
1.36	0.07	0.59	37	—	37	388	580	967	0.95	—	0.38
—	—	—	8	—	8	—	—	—	—	—	—
2.11	0.04	1.44	842	4	846	5,310	2,569	7,879	1.59	0.02	1.07
0.97	0.03	0.55	34	—	34	418	327	744	0.81	—	0.46
2.00	0.02	1.17	99	—	99	680	499	1,179	1.46	—	0.84
1.99	0.04	1.43	188	1	189	1,225	515	1,739	1.53	0.02	1.09
2.03	0.04	1.46	177	1	178	1,171	491	1,663	1.51	0.02	1.07
1.93	—	1.35	161	1	162	1,003	453	1,456	1.61	0.02	1.11
2.32	0.12	1.73	104	1	105	657	243	900	1.58	0.04	1.17
6.65	—	5.20	54	—	54	156	42	198	3.46	—	2.73
—	—	—	25	—	25	—	—	—	—	—	—
2.11	0.04	1.44	842	4	846	5,310	2,569	7,879	1.59	0.02	1.07

Technical notes to "E" tables

Under the Unemployment Insurance Act, contact between the claimant and the Unemployment Insurance Commission is achieved by means of a network of local offices. Tables E-2 to E-4 relate to local office operations, though Table E-3 includes data on regional office processing.

Upon separation from employment, a person wishing to file a claim for benefit applies either in person or by mail to the nearest local office of the Commission. The claim will be either an "initial" or a "renewal" depending upon whether or not it is necessary to compute benefit rights. On an initial claim, the claimant's benefit entitlement is calculated, and this will be available for compensation of spells of proved unemployment during a period of one year,* unless used up prior to that time. When a claimant misses two successive scheduled reporting dates and subsequently files a claim, a renewal claim will serve to re-activate the claim, provided that there is still benefit available.

The total of initial and renewal claims (Table E-3) thus approximates the number of recorded separations from employment during a month. However, to the extent that an initial claim is taken from a person who has just exhausted benefit and seeks re-establishment of credits, the total would constitute an overstatement of the new cases of recorded unemployment.

Claimants are required to report every two weeks by mail to the local office. Information on the number of claimants currently reporting to local offices is obtained by a count of individual unemployment registers in the currently active file at the month-end (Table E-2). Once a claim is taken the document on which the record of activity is maintained (the unemployment register) is placed in the active file, and it becomes dormant only after the scheduled reporting pattern has been twice in succession or the claimant finds work. Th of weeks on claim represents the number of w proved unemployment since the most recent sep from employment. When a new unemployment is prepared, because the previous claim has tern and a new entitlement has been computed, the n of weeks is calculated from the data of actual sep from employment. Information on the number o on claim is based on examination of a 10-per-ce ple of unemployment registers.

Payment data are provided by Treasury Offices Unemployment Insurance Commission and re transactions during a month. In some cases, th pensated unemployment would have occurred in month. Data cover partial as well as complete w

Estimates of the insured population (Table E based on an estimate of persons either workin sured employment or on claim at June 1 eac Monthly estimates of insured employment are pr from the June 1 figure, using employment inde individual industry divisions as published in E ment and Average Weekly Wages and Salarie ployment Section, Labour Division, DBS) (DB No. 72-002). The number of claimants recorded month-end, as described above, is added to prov total estimate.

*Under the Training Allowances Act–1966, the period of an insured person may be extended i she) is in receipt of a training allowance. The period is extended by the amount of time the is undergoing training, but in no event can the period extend beyond 156 weeks.

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